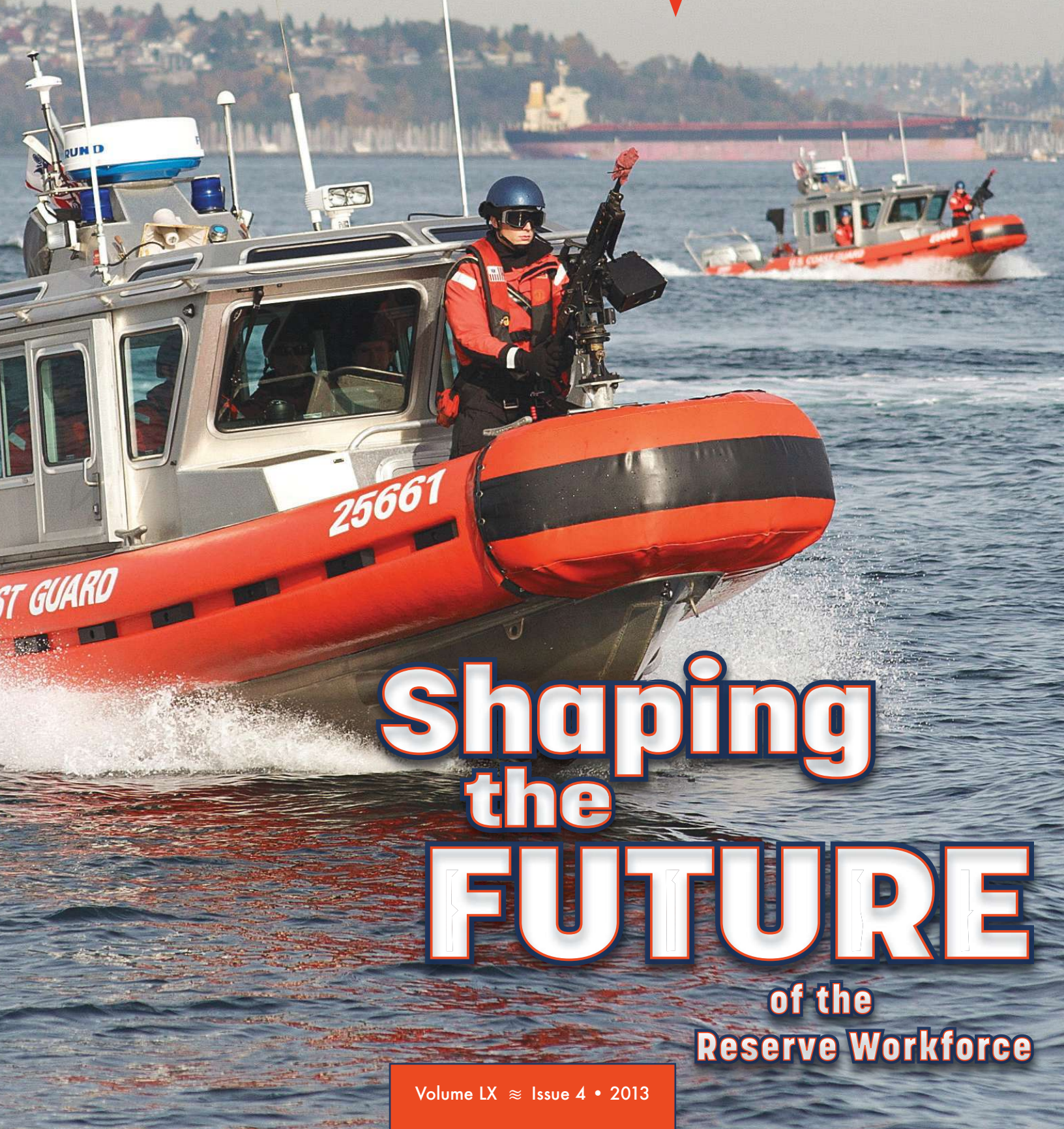


# RESERVIST

Official Publication of the United States Coast Guard Reserve

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## Shaping the FUTURE of the Reserve Workforce

Volume LX ≈ Issue 4 • 2013



# VA Mental Health Services & Vet Center Services

For *Returning Veterans* and their *Families*



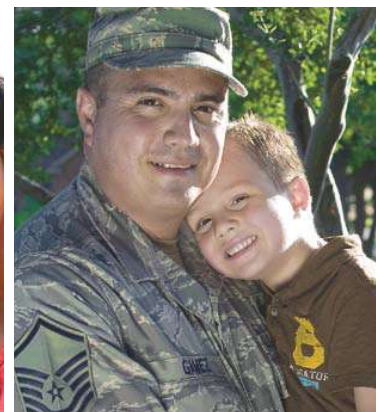
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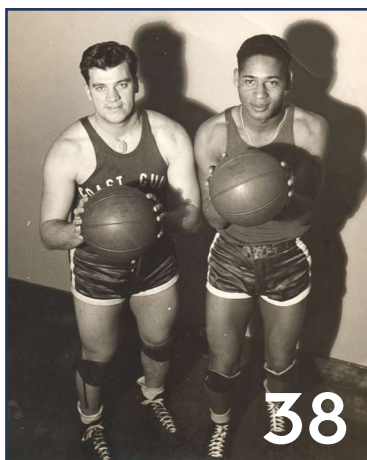
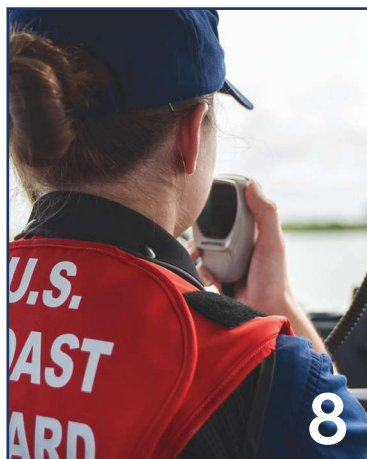
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**ON THE COVER:**  
Shaping the Future of the  
CG Reserve an interview  
with CG-1 and CG-13  
See Story on page 22.

Photo by PA2 David R. Marin



# RESERVIST

Celebrating Our 60th Year!

Volume LX ≈ Issue 4 • 2013

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## From the Editor



Funny how we associate times in our lives with certain things: places, events, people. People like Sterling W. J. Farrenkopf. To you, I suspect, that name means little if anything. It transports me back to the time of teletyped message traffic, 12 knots boats, and, most importantly, first impressions.

Sterling crossed the bar this past Thanksgiving. He was laid to rest in a small, peaceful cemetery on Cape Cod on December 7th. A bit of poetic symmetry there, I think, for a World War II Navy veteran. In the years following the end of the war and his discharge from the Navy, he enlisted in the Coast Guard Reserve.

I think he was the first reservist I met when I reported to Reserve Unit Station Chatham in June 1976. He certainly was the one who made the biggest impression. As I remember he was a Radioman 1st Class. I have a vivid memory of him sitting behind the drab green console in the Station Chatham watch room with its never-ending view of the Atlantic Ocean. To the uninitiated – me -- it seemed like utter chaos: multiple radios belching out incoherent chatter, the constant sound of the radio directional finder sending out its repetitive Morse code signal for the ships at sea, and the clank, clunk, clank of the teletype machine. And there, amidst all this, sat Sterling, calmly responding to the radios, answering the phone and drafting telexes, all seemingly at the same time. I was simultaneously intimidated and impressed.

Petty Officer Farrenkopf would retire later that year, but for a few months I had the benefit of his tutelage as I began the process of becoming watchstander qualified. That I was eventually able to decipher the noise emanating from the radio console and draft relatively error-free telexes stands as a testament to Sterling's professionalism and patience in dealing with someone less than half his age.

In all, I spent 15 years at Station Chatham. Over that time I served with countless active and Reserve crewmembers. More than a few made a lasting impression. But few more so than Sterling W. J. Farrenkopf, a man I wish I had gotten to know better. And, for sure, a man I am better for having known.

As always, thanks for reading.

*Anima est Bonus!*  
**Jeff Smith**

## From Our Readers

### LETTER OF THE MONTH

**Note:** The following is being run here with the permission of PACM Thomas J. Cowan, USCGR (ret.). They were taken from remarks Master Chief Cowan offered upon the occasion of his retirement which took place at Coast Guard Headquarters on Wednesday, November 6, 2013. And, while focused primarily on the Public Affairs rating, the Reservist feels Master Chief Cowan's thoughts are reflective of the Coast Guard Reserve as a whole.

### "RESERVIST AND ACTIVE DUTY ARE NOT THE SAME!"

"My personal belief is that we too often confuse the concept of Team Coast Guard and integration with identicalness. We are not the same and we should celebrate the differences rather than trying to homogenize the workforce.

"In our small Public Affairs (PA) Reserve force and I believe this is true of all our specialty rates, large or small, we have an incredible depth of professional talent. Professionals that run their own businesses, are published authors, manage high dollar expense accounts, conduct Public Affairs for large corporations, three that work daily in public affairs for other federal agencies, one PA reserve professional has a published instructional book on photography. These reservists are valuable human resources and if we manage them correctly they are available to the Coast Guard, when we need them, at a fraction of the cost of full time staff.

"We celebrate and embrace the diversity of other unique groups we need to do the same with our Reserve force. Yes, we are a team. Yes, we are integrated. But when managing and particularly when making decisions about reservists, we need to consider their uniqueness. What reservists bring to the Coast Guard mission is an incredible skill set that we currently don't track through metrics. If harnessed properly, these skills and talents provide the Coast Guard an affordable surge capacity that is considerably greater than the sum of its parts.

"As I embark to join countless retirees before me, I ask that we don't lose sight of all the talent, expertise and experience that the Reserve force brings to the Coast Guard mission."

Semper Paratus,

**PACM Thomas 'Tom' Cowan**  
**USCGR (ret.)**



### Dear Editor,

I read the article in the last issue of the *Reservist*, "This is only an Exercise" and saw that Coast Guard reservists from MSU Texas City recently participated with members of the Texas State Guard in a mass-casualty exercise. I thought your readers might want to know that the Texas State Guard is not the Texas National Guard, but a separate and distinct organization under the Texas Adjutant General and under the command of the governor. Several states have State Guards and some (like California, New York and Ohio) have Naval Militias. From the Texas State Guard's home page ([www.txsg.state.tx.us](http://www.txsg.state.tx.us)): The Texas State Guard (TXSG) is one of three components of the Texas Military Forces (TXMF), reporting to The Texas Adjutant General located at Texas Military Forces HQ, Camp Mabry (Austin), Texas. The Commander-in-Chief of the Texas Military Forces is the Governor of Texas. The other two branches are the Texas Army National Guard (TXARNG) and the Texas Air National Guard (TXANG). The TXSG provides



"mission-ready military forces to assist State and local authorities in times of state emergencies, with homeland security and community service through Defense Support to Civil Authorities (DSCA)." As a state organization, state guards cannot get activated (such as under Title X) into Federal service as do their National Guard counterparts.

**Capt. David L. Teska,**  
**USCGR**

**Dear Editor,**

I read with interest the comments of Cmdr. Gacanich concerning the "extravagant" quality of the *Reservist*. After retiring from 43 years as an international transportation executive for several large paper organizations, I'm not a paper quality expert, but I certainly recognize the difference in various paper qualities.

The *Reservist* used to be a four page, black and white newsletter, which evolved into the slick, colorful magazine it is today. I enjoy the quality of the publication, which in my view clearly represents the high standards of the Coast Guard.

Certainly you can reduce some costs by using newsprint instead of the high quality coated paper, and you can revert to black ink alone, but is that how you want to represent the Coast Guard?

Please, don't change the magazine's format, and keep up the great work.

**Capt. Jerome L. Grill,**  
**USCGR (ret.)**

**Dear Editor,**

The most recent issue of the *Reservist*, Issue 3, 2013, has a uniform device on page 44 which consists of a Coast Guard eagle and shield superimposed on a vertical anchor, with a sword in the eagle's talons. Is this something new?

**Cmdr. Douglas Hall,**  
**USCGR (ret.)**

**Note:** *Sir, we received a number of questions regarding this "device". It is, in fact, a prototype of a proposed insignia designed for the Reserve Program Administrator (RPA) officers. While it has never been adopted it was incorporated as part of a coin designed to celebrate the RPA Corps 50th anniversary.*

**Dear Editor,**

I just wanted to send you a quick note of thanks and a picture of some future *Reservist* readers. We love getting our colorful and exciting *Reservist* magazine every month and the boys look forward to going through it to see all of the awesome pictures covering all aspects of the Coast Guard.

To help my boys learn to read, I use the *Reservist* as a teaching tool. The boys and I take turns reading paragraphs to each other. The baby gets to tell me about the pictures in his own words. My husband and I both work for the government, and, with him in his Customs and Border Patrol uniform and I in my Coast Guard uniform, we are always reinforcing service to our great country.

When I tell people that I would love to see my boys in the Coast Guard one day they always ask "don't you want them to have a choice?" to which I reply- "They do- enlisted or officer."

Thanks for all you do.

(Left to right - Stephen 4, Alex 6, John 7)

**Lt. Cmdr. Sandy Penswater, USCGR**  
**Deputy Logistics, Sector Delaware Bay**



fine publication.  
Semper Paratus!

**MAT4 Matthew D. Collins,**  
**USCGR (ret.)**

## CORRECTIONS:

**Dear Editor:**

Outstanding work on the latest issue of the *Reservist*. It never ceases to amaze me with the caliber of stories and information provided. Most important is the fact the majority of pictures are now about reservists and their experiences. That's a welcome change and a testament to your ability to reach out to commands and get good stories coming your way.

Very nice article on Rear Adm. Day. It is a fine tribute to him and his career by Capt. John Olson. One piece of information needs correction. The Ninth District is the birthplace of the modern day Port Security Unit program and Capt. Olson did a great job of providing some background information in his story on Steve Day. Those facts are undisputed. However, of the three initial commissioned PSUs, 305, 309, and 311, PSU 311 was the first officially commissioned on 20 May 1995. I still have a copy of the Commissioning Ceremony program. Later that day the unit then marched in the Torrance Armed Forces Day Parade and two months later did our first of many deployments to Korea. Just want to keep the history of the PSU program correct.

Keep up the great work.

Regards,

**Rear Adm. Mike Seward**  
**USCGR (ret.)**

**Note:** *Admiral, thank you for your kind words. The staff greatly appreciates them. Also, thank you for correcting the record. It is important to properly and accurately record important parts of our Service history. It was also pointed out by one of your PSU peers, Capt. Dan Zedan that the story had the incorrect date for when Rear Adm. Day assumed command of PSU 309. The date should have been 1998 not 1995.*

**MISSING PHOTO CREDIT:** *We regret not properly credit PA3 Michael Himes, PADET New York whose excellent photographer appeared on the back cover of Issue 3, 2013.*

**MISIDENTIFIED AUTHOR:** *We regret misidentifying the author of the CWOY Award (Issue 3, 2013, page 10) article. PA3 Matthew Masaschi was the author.*

**HAIL TO THE CHIEF:** *The Carting for a Cause article (Reservist Issue 2, 2013, page 21) mislabeled a member of the crew. It should have read BMC Travis Sanders. Our apologies, Chief!*

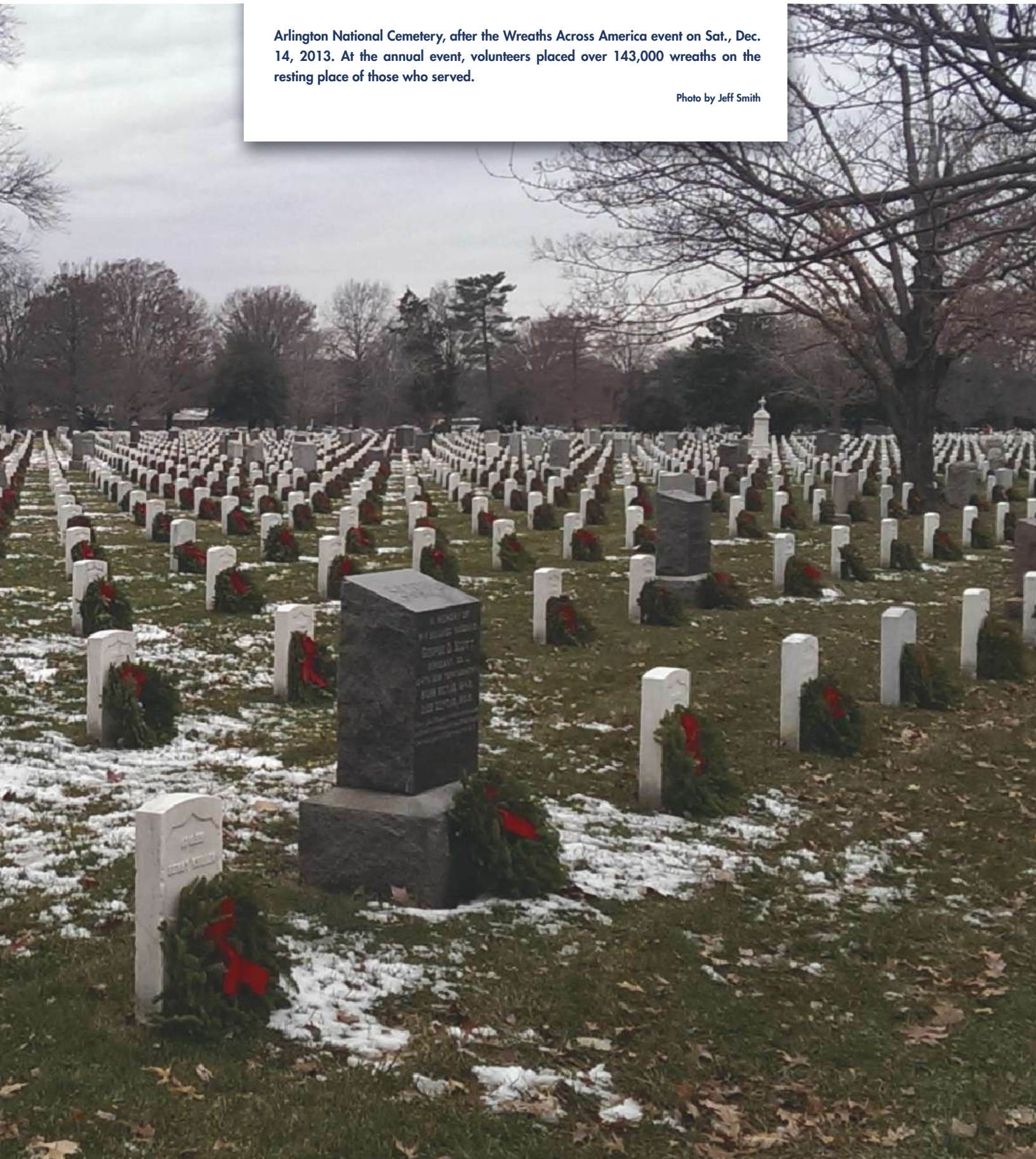






Arlington National Cemetery, after the Wreaths Across America event on Sat., Dec. 14, 2013. At the annual event, volunteers placed over 143,000 wreaths on the resting place of those who served.

Photo by Jeff Smith







## The View from the Bridge

Rear Adm. Daniel A. Neptun  
Assistant Commandant for Human Resources (CG-1)

**G**reetings fellow Coast Guardsmen! I want to thank Rear Adm. Steve Day for offering me this opportunity to engage directly with you about issues and initiatives of importance to you and our Service. But, before I do that, I would be remiss if I did not take a moment to personally thank Rear Adm. Day for the outstanding work he has accomplished over the past 20 months as Director of Reserve and Military Personnel. The Coast Guard – civilian employees, active duty members and reservists, even retirees – benefitted from his time at the helm.

Over the past year, senior leaders and program managers used the articles in this magazine to provide you updates on initiatives designed to ensure our young reservists have the opportunity to build knowledge, develop proficiency, and continue to advance through the enlisted ranks. We, as leaders, charged with responsible oversight of our precious human resources, must take an active role in ensuring our workforce is positioned to successfully execute our increasingly complex missions. With that in mind, we must bring forward a shift from a “member-managed” to “service-managed” model for enlisted workforce management. This was the primary impetus for the current Reserve Component Centralized Assignment Process that was highlighted in the *Reservist*, Vol. LIX, Issue 4, 2012.

Active management of any workforce requires development and deployment of a robust set of measuring tools, and our Reserve workforce is no exception. With ever-changing budgetary outlooks it is crucial that we develop the ability to manage the workforce in such a way that we can minimize the workforce shaping “peaks and valleys” over time. It is also critical that both our accession and assignment processes allow motivated Coast Guardsmen the opportunity to progress through the ranks at a reasonable rate throughout their tenure, whether that be six, ten, or even 20 or 30 years. To this end, several initiatives are being developed that will take a round turn on how and where we assign our Reserve personnel. Of particular note, is a more regionalized approach the Office of Boat Forces is developing where a new 3rd Class Petty Officer could be recruited, assigned, trained and advanced to the rank of Chief Petty Officer before bumping up against an assignment outside the current 100-mile reasonable commuting distance policy.

How we effectively balance our Service’s needs by maintaining a vibrant and reliable surge capability with the ability to attract the talented, motivated young men and women who will be that contingency force of the future is our challenge.

I am a strong advocate for a Reserve watch quarter and station bill, where mobilization, augmentation, and contingency response duties are prescribed. Once established, this will help us optimize both drill weekends and annual training for best effect.

Our Commandant often invokes the following quote from coaching icon Vince Lombardi, “Perfection is not attainable, but if we chase perfection we can catch excellence.” While our personnel management system is not perfect, you can rest assured that our objective is to find that sweet spot of excellence that will keep the Coast Guard and Coast Guard Reserve as a preeminent employer of choice for America’s talented, motivated young men and women.

Thank you for the dedicated service you provide to our nation and the great people within the Coast Guard!

*Semper Paratus!*

*"How we effectively balance our Service's needs by maintaining a vibrant and reliable surge capability with the ability to attract the talented, motivated young men and women who will be that contingency force of the future is our challenge."*



# Deckplate Soundings

Master Chief Mark Allen  
Coast Guard Reserve Force Master Chief



**A**nyone who has brought to me a recommendation knows that my first question is often, "What problem will your recommendation fix?" So when you hear that our Coast Guard Reserve is planning to implement some enlisted workforce management initiatives, you might ask the same question, "What's the problem?"

The problem is that our Reserve workforce has, over the years, developed a glut of members at the E-4 pay grade and a shortage at the E-5 and E-6 pay grades. We have about 1,000 too many E-4s and about 600 too few E-5s and 600 too few E-6s. This has caused another problem, assignment mismatches as assignment officers must fill higher pay grade billets with members from lower pay grades. In turn, this has led to a third problem where junior members are not achieving the mobilization competencies and proficiency required for those higher pay grade billets.

Can and will enlisted workforce management initiatives more evenly balance reservists among pay grades E-4, E-5, and E-6? I believe they will.

As a first step, we have greatly reduced the number of recruits we will access during this fiscal year (FY14). We have also waived service-wide exams for select rates to encourage fully qualified reservists to advance. Over the next several years, we will look at the possibility of implementing a high year tenure policy that may separate from the service non-retirement eligible reservists who have failed to advance within a defined timeframe. This policy will include a robust waiver process for those members who have tried to advance but have had limited opportunity to do so.

We are planning to implement a Career Retention Screening Panel (CRSP) for our retirement-eligible members to ensure we retain only members whose performance and conduct are aligned with service needs and Coast Guard's Core Values. CRSP does not set out personnel reduction quotas and is not meant to be a tool for managing the size of each pay grade. However, it may help balance the gaps among pay grades while encouraging superior performance and conduct.

Other workforce management initiatives will include a review of the need to retain members who: have more than 30 years of service; have exceeded age 60; are eligible for retired pay; or are serving in a retired recall status. We may also implement a tighter set of re-enlistment criteria for both active duty and Reserve personnel. Irrespective of the current budget environment, these initiatives are the right thing to do to improve the readiness of our service and provide professional growth opportunities for our people.

As Rear Adm. Neptun mentions in this issue's View from the Bridge, the Office of Boat Forces is developing a plan to minimize the need for reservists to travel outside the 100-mile reasonable commuting distance while simultaneously improving training, competency and proficiency attainment opportunities. Similarly, the Machinery Technician (MK) Rating Force Master Chief is developing a plan that dovetails with the Boat Forces plan and improves Reserve MKs' opportunity to obtain the training necessary for advancement. Meanwhile, a team of Master Chiefs is developing a plan to balance the number of Reserve Command Master Chiefs, Senior Chiefs, and Chiefs and to maximize leadership opportunities for senior enlisted reservists.

Coast Guard reservists can expect to see message traffic in FY14 announcing more specific information on the implementation of these enlisted workforce management tools. In the meantime, it is my hope that you will take the time to become eligible to advance, to maintain administrative readiness, and to attain your individual competency requirements so you will be ready and able to respond when duty calls.

*Semper Par!*

*"The problem is that our Reserve workforce has, over the years, developed a glut of members at the E-4 pay grade and a shortage at the E-5 and E-6 pay grades. We have about 1,000 too many E-4s and about 600 too few E-5s and 600 too few E-6s."*





## Around the Reserve

# Medal of Honor Recipients Inspire Coast Guardsmen in GTMO

It is not often you are able to meet, talk with and share a meal with a Medal of Honor recipient. Yet, several members of Port Security Unit 301, assigned to the Maritime Security Detachment (MARSECDET), Joint Task Force Guantanamo Bay, were able to do just that, only with two Medal awardees.

As part of Customer Appreciation Week, the Navy Exchange (NEX) at Navy Air Station (NAS) Guantanamo Bay hosted a visit of two Medal of Honor recipients, Don J. Jenkins, USA and Gary B. Beikirch, USA. Each had received the Medal of Honor for conspicuous gallantry during the Viet Nam Conflict. The primary focus of the event was for the recipients to interact with the personnel assigned to Joint Task Force Guantanamo, referred to as "Warriors" regardless of Service Branch or assigned billet. Both Mr. Jenkins and Mr. Beikirch remained available to meet with people and attended numerous Morale, Welfare and Recreation (MWR) events throughout the weekend.

Mr. Beikirch was overheard several times relating, "We as a group, all the Medal of Honor recipients, we do not wear this Medal for what we did, there are thousands of acts of valor out there, and they go unrecognized, no one knows about them. No one knows about their sacrifices. We wear these Medals for them."

During their visit the recipients paid visits to the Naval Station and its two tenant commands, the Navy Hospital and Joint Task Force Guantanamo. Eager to meet and speak with personnel assigned to the various commands, they spent much of their time visiting military personnel at their work sites and engaging with personnel at the NEX and MWR events. Tours of the Air Station, Navy Hospital and Joint Task Force Compound were conducted allowing the recipients to interact with people while engaged in their duties.

At three events established by the NEX, military members were treated to private meals with Mr. Jenkins and Mr. Beikirch. The events were limited to junior enlisted personnel selected from each of the commands at Guantanamo Bay. While seating was limited to the recipients, NEX personnel and 20 invited



Medal of Honor recipients, Don J. Jenkins(left) and Gary B. Beikirch, get under way aboard a new Gen V, port security boat with BMCM Karl Brobst, (back right) and BM1 David Gustafson in Guantanamo Bay, Cuba.

junior enlisted, six members of the Maritime Security Detachment were selected. YN1 William Holcomb, MK1 Michael Kenney, SK1 Heather Ramirez, MK3 Mark Elliott, OS3 Stephen Lanzi and MK3 Mitchell Brulotte represented the Coast Guard during these meals.

MK3 Mark Elliott and MK3 Mitchell Brulotte were selected to attend the formal dinner and presentation of appreciation plaques to both Mr. Jenkins and Mr. Beikirch for their contributions to the morale of personnel assigned at Guantanamo Bay. Both, MK3 Elliott and MK3 Brulotte were humbled when they were notified they had been selected to attend the dinner. When advised of his selection, MK3 Elliott stated, "This is unbelievable, the opportunity to do something like this is like a dream, it does not happen." Following the event MK3 Elliott related, "I spoke at length with Mr. Beikirch, after the war he lived alone in the New Hampshire wilderness while attending seminary school. He shares many of the same interests I do, we were able to relate on many topics."

MK1 Michael Kenney shared breakfast with the recipients and related, "I couldn't eat anything, the experiences they shared, both during and after the war was remarkable, I didn't want to miss anything." MK1 Kenney stated, "I realized neither



of them spoke about what they did to earn the Medal, they spoke about things their friends did." During breakfast, Mr. Beikirch recounted how a friend pushed him down and covered him during a mortar attack, only to be killed protecting him. With tears welling in his eyes he stated, "He is the real hero, to put others above self, to give your very life for another person that is love and respect."

Aside from meeting the personnel assigned to Joint Task Force Guantanamo, one of the many highlights of their time in Guantanamo included a visit to the Grenadillo Range. The recipients were invited to participate in a familiarization course of fire with the M-2 .50 caliber machine gun and M-240b machine gun. Under the watch and mentoring of GMC Wayne Gibson and GM2 Keith Wilson both completed their courses of fire and shared experiences and observations from their time in Viet Nam.

After his course of fire, Mr. Beikirch stated, "I have never used the M-2, what a remarkable weapon." He continued to praise the Coast Guard by stating, "In Vietnam the Coast Guard gunboats were there, they were like hunting dogs, vicious and unrelenting in their efforts to stop the flow of weapons and soldiers from the North and even more aggressive in the recovery of downed pilots and evacuating the wounded. The Coast Guardsmen here definitely live up to legacy of those I have served with."

Prior to departing the island, the recipients paid a visit to the MARSECDET compound where they met and interacted with

Coast Guard personnel while they conducted their duties. During a formation welcoming them to the unit Mr. Beikirch and Mr. Jenkins took time to present Commandants Letters of Commendation to BMC Scott Duckworth, BM2 Zachary Taggart and BM3 Nicholas Newhall for the rescue of persons in distress off the coast of NAS Guantanamo. "It is an honor to receive an award, but to have one presented by a Medal of Honor recipient and have him praise you for something you did, well that's something I will never forget," noted Chief Duckworth.

The Medal recipients were then given tours of the engineering spaces and boat house where they were able to inspect the unit's GEN IV Transportable Port Security Boats (TPSB) and armament. After familiarizing themselves with the personnel protective gear and vessels they boarded a TPSB and were given a tour of the waters adjacent to the Joint Task Force compound.

Upon completing their visit both men were provided with a National Ensign flown aboard the vessel while they were underway. The presentation of the flag was greatly received by Mr. Jenkins and Mr. Beikirch, but paled in comparison to the mentoring and interaction the MARSECDET members received from these two Medal of Honor recipients.

— *Story by Sgt. Cassandra Monroe,  
120th Public Affairs Detachment, JTF-GTMO Public Affairs*

## New Reserve Policy Manual Signed

On December 5th, 2013, Rear Adm. Steven Day signed the letter of promulgation for the Reserve Policy Manual (RPM), COMDTINST M1001.28B. The event marked the culmination of a multi-year effort to provide an updated and relevant tool to both individual reservists and those tasked with managing them.

Major policy revisions, such as the one undertaken with the RPM, take a considerable amount of hard work and technical ability. In addition, an environment which fosters and facilitates change is critical to such a large scale undertaking. This environment presented itself during Rear Adm. Day's tenure as the Director of Reserve and Military Personnel. The newly revised RPM represents countless hours of hard work and collaboration by present and past members of the Office of Reserve Affairs (CG-131) who had a hand making the RPM the best field resource possible.

As a Reserve Program Administrator (RPA) for almost eight years, I know how important this manual is to a drilling reservist and the supervisors who manage them in field. While not a "one-stop-shop" for everything a reservist needs to know, it does serve as an important reference resource. More than anything, it is a starting point and a framework for what is expected of them, and what they can expect from their leadership.

— *By Lt. Cmdr. John Codd, CG-1311*



Pictured, from left to right, are the men and women who played a key role in the RPM revision; Capt. Steve Nye, Lt. Alisa Harkins, Lt. Cmdr. John Codd, Lt. Todd Smith, Capt. Kent Bauer, Rear Adm. Steve Day, Mr. Chip Chase, Lt. Cmdr. Joe Foley, and CWO Anthony Giaccone. Though not pictured, the following staff also played a pivotal role over the years in preparing the RPM for the final edit that was recently finished; Capt. Andrea Contratto, Cmdr. Laura Moose, Cmdr. Annette Tomkins, Lt. Cmdr. James McCown, Lt. Jocelyn Soriano, Lt. Patrick O'Donnell, Lt. Yanira Soto, CWO4 Dianne Trawick, CWO4 Rhonda Lumbag, YN1 Dana Kee, YN1 Steve Soldevilla, and HS3 Jackeline Aycardi.



# Reserve Medical Officers: Standing By, Ready to Serve

It's the end of a very long day of Army Warrior training; digging in and defeating mock ambushes at Fort Dix, N. J. As the gas masks come off and the weapons are checked back into the armory, it is time for sick call. You and your corpsmen obtain vitals, take medical histories, and formulate plans of care. Back pain, blisters, a sprained ankle and the ever present upper respiratory "crud" are waiting. Antibiotics for some, Motrin for most, but all get your attention and all appreciate having their own "Doc." The command is a Port Security Unit (PSU) and this is one of many different environments a Reserve medical officer can find themselves in.

Reserve Physician Assistants (PA) are direct commissioned line officers that get the opportunity to care for people in some of the most demanding and exciting places the Coast Guard operates in. Most Reserve medical officers were once enlisted members who have chosen to advance their career professionally and assume greater levels of responsibility. Many were in the HS or AST rate, some were Navy corpsmen or an Air Force medic, and a few are very experienced civilians seeking a new challenge. The PA profession is in high demand in the civilian world and was ranked as #2 by US News and Money Report "top 10 ten professions to go into." It is a natural career path for corpsmen, paramedics, EMT's, and students in the health sciences.

Once approved for a commission, the training begins. Reserve Officer Candidate Indoctrination, Combat Casualty Care Course/Advance Trauma Life Support with the Army at Fort Sam Houston, the joint service Medical Management of Chemical and Biological casualty's course in Maryland, and PSU Basic skills to hone your field combat skills. In addition, opportunities to attend courses in substance abuse, emergency medicine, and other areas of need for the service such as primary care refresher courses.

The work is not easy. Your first tour will be with a PSU, where you are the department head supervising corpsmen and EMT's. Supporting sister service members is very rewarding and when

deployed; you are the department head in a Navy command such as a Coastal Riverine Squadron. Treating illnesses and injuries in austere environments is only one part. Managing and performing periodic health assessments, coordinating emergent patient transfers for critical care, preventive medicine and medical logistics will fill up your days. You are the medical authority for the unit where tough decisions and tremendous responsibility. Many times your CO will rely solely on your professional opinion in deciding whether to send someone home early from an overseas mission or who needs to stay on after a deployment ends. Follow-on tours may be at a Coast Guard air station, clinic, or in medical administration. You may choose to do a non-medical tour, eventually competing to become a PSU executive or commanding officer.

With tough requirements come tremendous rewards! We serve and care for America's guardians everywhere they go. In the last seven years reserve medical officers have been activated to Hurricanes Katrina & Rita, deployed in Kuwait & Iraq, readying units in Ohio to protect the G8 conference in Pittsburgh, or saving lives in Haiti. Additional opportunities to support missions in the Far East, Africa, or even to serve on the White House medical staff are regularly solicited. The whole time you are serving you are earning credit toward a retirement as a commissioned officer often up to the rank of Lt. Cmdr. (O-4) or even higher. The first USCG Physician Assistant to achieve the rank of O-6 is recently retired reserve medical officer, Capt. Robert Branc.

## How do I find out more?

If you are a current SELRES member enrolled in, or applying to a Physician Assistant program please contact Lt. Cmdr. Michael S. Stanley via email at: [Michael.S.Stanley@uscg.mil](mailto:Michael.S.Stanley@uscg.mil).

Additional information can be found at: [www.gocoastguard.com/find-your-career/officer-opportunities/programs/direct-commission-programs](http://www.gocoastguard.com/find-your-career/officer-opportunities/programs/direct-commission-programs)

## Where we are assigned:

1. PSU 301 Cape Cod, MA
2. PSU 305 Ft. Eustis, VA
3. PSU 307 Clearwater, FL
4. PSU 308 Kiln, MS
5. PSU 309 Port Clinton, OH
6. PSU 311 Long Beach, CA
7. PSU 312 San Francisco, CA
8. PSU 313 Everett, WA
9. HSWL Service Center, Norfolk VA
10. USCG HQ, Washington, DC
11. Base Miami, FL
12. Base Boston, MA
13. Base Portsmouth, VA
14. Base Los Angeles/Long Beach, CA
15. Base Seattle, WA



Lt. Cmdr. Michael Stanley treats an injured crew member during pre-deployment training at Fort Dix, N. J.

Photo by Lt. j.g. Bridget Metcalf

— Story by Lt. Ian W. Marks



# Reservist helps educate trainees about Senior Enlisted Reserve Coast Guardsmen

A Coast Guard reservist and company commander was recently recognized for her contributions to educate the service's newest members about the role of the most senior enlisted reserve Coast Guardsman.

Petty Officer 1st Class Dawn Evans, a company commander at Training Center Cape May, led an effort to memorialize those senior enlisted members who served in the prestigious and high visibility position of Coast Guard Reserve Force Master Chief.

She gathered official portraits of the five current and prior master chiefs who have assumed this role and ensured they were prominently hung on the Direct Entry Petty Officer Training quarter deck. Evans' goal was to ensure that the master chiefs were recognized, but she also wanted to ensure incoming Coast Guardsmen knew about their enlisted advisor.

"My hope is to both inspire and educate future generations of Coast Guardsmen," said Evans. "You never know the next Coast Guard Reserve Force Master Chief could look at those photos and aspire to have their portrait hang on the same wall one day."

The office of the Master Chief Petty Officer of the Coast Guard Reserve Force (CGRF-MC) was established in June 1991. As the most senior reserve enlisted member of the Coast Guard, the CGRF-MC serves as trusted advisor and advocate. Master Chief Petty Officer Mark H. Allen, who has served more than 34 years in the Coast Guard Reserve, is the fifth person selected to serve in this vital senior enlisted leadership position.



The CGRF-MC sets a visible example of the Core Values of Honor, Respect and Devotion to Duty. Those selected to serve in this prestigious position possess the highest standards of professionalism and personal integrity. Generally, the assignment is four years, running concurrently with the tours of the Commandant and Master Chief Petty Officer of the Coast Guard.

— Story and photo by CWO Donnie Brzuska,  
Training Center Cape May



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# Reservists from across the heartland gather in Texas for intensified boat training

Reservists stationed across 26 states that make up the 8th District's vast area of responsibility, as well as reservists from the 9th District's Great Lakes area, gathered together in April 2013, at Station Sabine Pass in Sabine, Texas, for an intense two week Boat Crew Contingency (BCC) College.

The goal of the course was to provide attendees with a solid foundation of training and experience, geared towards helping them develop the core skills necessary to complete the final step in becoming a Response Boat – Small crewman qualified. In addition, the training helped units prepare to respond to and conduct contingency operations in their respective areas of operation with qualified crewmembers.

Members of the planning and instructional staff hailed from sectors Corpus Christi, Houston-Galveston, and Upper Mississippi River. The attendees consisted of 14 members from both the 8th and 9th districts, ranging from active duty personnel, auxiliarists, drilling reservists and reservists activated under Title 10 of the U. S. Code.

Station Sabine Pass, a newly constructed state-of-the-art facility, served as an ideal campus for training, with the Sabine Neches Waterway serving as an excellent training environment for prospective crewman. The waterway provided diverse real world training opportunities, such as commercial vessel traffic, varying aids to navigation, access to the Gulf of Mexico, and a variety of tidal, current, and wind conditions.

The course was designed as an intensive high-volume information course specifically geared toward preparing the students to attain the skills needed to qualify. To achieve this, students underwent long training days, encompassing a variety of topics and activities. These included anchoring, boat handling, casualty control, chart-plotting, communications,

line-handling, man-over-board drills, marlinspike seamanship, navigation, and navigation runs utilizing the Scalable Integrated Navigation System package.

Four 25-foot response boats were utilized for the underway evolutions; two from Station Sabine Pass and two from Marine Safety Unit Port Arthur. The station's active duty crewmembers also integrated their 45-foot Response Boat – Medium into the training evolutions to provide a perspective of various vessels and create more real-life scenarios. The course included a total of 25 underway hours and completed 64 sections of associated Personnel Qualification Standard, or PQS, for each student.

The small boat college was a memorable and comprehensive learning experience, which has prepared its students for success. It provided an intense training environment and the foundation necessary to confidently complete the unit qualifications process. Assistant Lead Instructor, Lt. Michael Starnes noted, "I believe the entire instructor staff left convinced that we have helped to prepare the newest group of Coast Guard boat crewmembers for any challenges the future may hold".

The planning and instructional staff of BCC 2013-1 would like to send an extended thank you to Master Chief Petty Officer Daniel Plumley, officer-in-charge, Station Sabine Pass; Chief Petty Officer Sean Wilcox and Chief Petty Officer David Houg, Station Sabine Pass executive officer and operations petty officer respectively, for their support, guidance, and hospitality throughout the planning and operational evolutions process.

— *Story by Lt. Renee Kozak, Sector Corpus Christi, Asst School Chief, D8/DXR BCC 2013-1 and Lt. Michael Starnes, Sector Houston-Galveston Asst Lead Instructor, D8/DXR BCC 2013-1*



Reservists from the 8th and 9th Districts, stationed across 26 states, pose for a group photo during Boat Crew Contingency College at Station Sabine Pass in Sabine, Texas, in April 2013.

# MSU Savannah hosts ICS training

With budgetary uncertainties driving efforts to minimize training costs across the fleet, Marine Safety Unit (MSU) Savannah reservists organized and hosted Incident Command System 300 training for active duty and Reserve members from across the 7th District in early July. The training utilized already scheduled inactive duty for training (IDT) periods and was conducted by Craig E. MacLennan, Sector Charleston Emergency Manager/Ready For Operations Manager and Lt. Cara Lowry, a reservist with the sector's Planning Department.

The training was attended by 36 active duty and Reserve members from the MSU as well as reservists from Sector Charleston, Station Brunswick and Station Port Canaveral, with a 100% of participants successfully completing the training.

"Being able to bring scarce resources to bear in a tight budget environment to accomplish important training like this is vital," said Lt. Cmdr. Robert Griffin, Senior Reserve Officer for MSU Savannah. "As a result, we were able to successfully achieve results that increase member readiness for units across the district while minimizing costs by utilizing previously scheduled and budgeted IDT."

"It is precisely this sort of training that is needed to prepare for hurricane contingencies," noted Lt. j. g. Kevin Thornton, MSU Savannah's Reserve Division Chief for Incident Management and Preparedness. "These members, from boat forces and marine



MSU Savannah reservists organized and hosted Incident Command System 300 training for active duty and Reserve members from across the 7th District in early July, 2013.

safety units, were also able to share and relate perspectives from their prior deployments to help make the training even more relevant and realistic."

— *Story and photo submitted by*  
**Lt. j. g. Andrew Fiddes, MSU Savannah**

## Sector Charleston Holds Hurricane Exercise

More than seventy-five Sector Charleston Reserve members from Prevention, Response, Enforcement, and Planning participated in a Hurricane exercise on August 10, 2013. The exercise helped members hone their knowledge and skills in the Incident Command Structure (ICS) planning and operations sections. The Operations section worked in cross-functional teams addressing issues ranging from pollution response, maritime transportation system response as well as security and enforcement. The Planning section facilitated planning meetings and members were given positions ranging from Resource, Situation, Documentation, and Demobilization Unit leaders. Before, during, and after the exercise members shared their experiences from their

activations under U.S.C. Title 14 authority. These experiences included Super Storm Sandy, Deepwater Horizon, Hurricane Katrina, and even Hurricane Hugo.

The exercise concluded with a "Hot Wash" where members shared their feedback with exercise facilitators. This feedback will be instrumental in the planning of Sector Charleston's next Hurricane Exercise. Participants were in agreement that the exercise assisted them in making them more familiar with the ICS structure, terminology, forms, and the planning process.

Special thanks to Emergency Management Specialist Mr. Craig MacLennan, Cmdr. James Weber (ret.), Lt. Cmdr. Richard More, Lt. Cmdr. John Fitzgerald, Lt. Cara Lowry, Lt. Sean Fay, MSSD2 Duane Everhart, and MSTC Michael Lee for their time and effort in planning and executing this exercise.



More than seventy-five Sector Charleston Reserve members from Prevention, Response, Enforcement, and Planning participated in a Hurricane exercise on August 10, 2013.



# Station New Orleans: Growing Proficiency and Unit(y)



**BM3 Caitlin Alvarez** contacts nearby vessels trying to locate a person in the water during a first light search near Lake Pontchartrain.

Despite the challenges of a steady influx of new personnel and new platforms over the past three years, Station New Orleans reservists have come a long way in developing an effective program that balances training with direct participation in Coast Guard missions within the Sector New Orleans area of responsibility. As recently as 2010, only five of the station's twelve actively participating reservists were qualified. Three of the five qualified members were returning from deployment in response to Deep Water Horizon (DWH) disaster. Of the three members activated, two were coxswains and one a boat crewman. Without their leadership and qualifications, training productivity declined in the months of their deployment. Deep Water Horizon revealed how dependent the training of reserve personnel at the station was on three individuals as opposed to having a program that could self-sustain.

Returning from DWH, the most senior member, MK1 Roger Bond, identified that a training program was needed to increase productivity and maintain accountability for future responses to Reserve activation. Recognizing a need for structure and leadership at the E-4 level in accomplishing such training, MK1 Bond designated BM3 Caitlin Alvarez to help create and organize a training program for Station New Orleans reservists. Everything had to begin with a goal — a goal every member could focus on and work towards. Reservists wanted to be an active part of the

mission at Station New Orleans, which involves search and rescue and maritime law enforcement (MLE).

Once unit goals were established, the next step required organizing how such goals could be met. Because the three Reserve members returning from DWH were activated before completing their competency tasks and hours needed by the July 1, 2010 currency period deadline, they required recertification for their qualifications. Without qualified Reserve members to instruct and oversee training, there was a major obstacle to initiating the training program. However, both Reserve and active duty personnel coordinated with one another in order to establish program goals.

Another major obstacle for reserve training was time. With the limitation of hands-on training for reservists, there had to be a different approach towards training which could maximize a reservists' one weekend a month, two weeks a year training availability. Training plans needed to be organized and communicated to active duty personnel prior to drill weekend. Also, training had to be flexible enough to adapt to the unpredictable nature of small boat stations regarding search and rescue missions, boats down for repair, weather and other unforeseen events.

Together, the active and reserve personnel at the station collaborated to create a flexible learning environment focused on

developing competency proficiency and, ultimately, qualifications. Petty Officer Alvarez was tasked with organizing training so that required tasks completed by all unqualified reserve members were reported and updated each drill weekend, and a list of tasks still needed to qualify was submitted. In doing so, she assigned small groups with identifying specific training they could accomplish together. Armed with this knowledge she was able to request the necessary resources and appropriate personnel to instruct prior to drill weekend.

As a result of this improved communication, organization, and accountability regimen, Station New Orleans reservists realized significant gains. Within the first 18 months of organizing and establishing the new training program, eight initial qualifications were achieved. By August 2013, Station New Orleans' Reserve personnel had grown substantially, increasing from 12-25 members. Member qualifications also increased dramatically to include two coxswains, three boarding officers, four boarding members, nine boat crewmen, and one Incident Command System (ICS) division/group supervisor. Individually professional development also saw a significant increase reflected in the following advancements: one E-7 to E-8, one E-6 to E-7, one E-5 to E-6, three E-4s to E-5, and, five E-3s to E-4.

The increase in proficiency and qualifications allows for the reservists to participate more actively in the station's daily missions. Reserve members have participated in scheduled operations (Operation Dry Water), completed hundreds of MLE boardings, and numerous search and rescue cases, either integrated into an active duty crew or as an all-Reserve capability.

In addition, both the Reserve and active duty members are able to reap the benefits of training side-by-side, whether for two-boat training or CPR and first aid. (Many reservists bring the additional benefit of being EMT instructor qualified at their civilian job.) Several reservists are police officers, firefighters, and federal agents in their civilian careers, providing the opportunity for networking and joint-training, such as joint operations and Incident Command System training that is required for all Department of Homeland Security employees.

Training alongside active duty personnel ensures the expectations of Coast Guard for professionalism and proficiency are met. Boards administered to test the knowledge and practical application are a combination of both qualified Reserve and active duty personnel approved by the command. This ensures that reservists at Station New Orleans are held to the same performance expectations as those who serve as active duty members. The benefits of this approach were evident when Sector New Orleans administered the first-ever Reserve-only Ready for Operations inspection which Station New Orleans reservists passed with flying colors.

Although the unit has grown as much as it has in the past three years, Station New Orleans Reserve members continue to seek additional progress and growth. As dynamics change, reservists must be able to adapt. With a flexible yet productive program in place, Station New Orleans will continue to meet new demands in order to accomplish the goal of training mission ready reservists.

— Submitted by **BM3 Caitlin Alvarez.**

**Photos by BM1 Alex Baird**

Station New Orleans Crewmember BM3 Eric Gadzinski scans the horizon for person in the water while conducting a first light search near Lake Pontchartrain.





# PSU 308 deploys to Slidell, La.

Coast Guard Port Security Units (PSU) are deployable units organized for sustained operations. They are expected to deploy within 24 hours and establish operations within 96 hours. In order to maintain proficiency, PSUs need to practice their ability to not only deploy and become operational, but take that opportunity to work on individual and unit qualifications.

During a hot Louisiana day this past summer, Port Security Unit 308 spent hours transforming two acres of property in Slidell's Lakeshore Estates on the north shore of Lake Pontchartrain into "Camp Bobby." On the first day of the week-long training, massive amounts of equipment were used to convert the waterfront site into a fully functional Coast Guard training camp: 13 tents, 10 Internal Slingable-Container Units loaded with equipment, eight light plants, three 100-kilowatt generators, one Entry Control Point (ECP) gate and its five-kilowatt generator, plus six 32-foot Transportable Port Security Boats (TPSB).

At the outset of the deployment, federal, state, and local officials were invited to an open house so they could learn about the temporary military site that was established in their backyard. The group was shown around the camp and given a brief overview of PSU 308 and its missions. Before closing the camp to the public, Cmdr. Ronzelle Green, the unit's commanding officer, publicly thanked Mr. Robert Torres, Jr., for donating the use of his property and presented him with a framed picture of one of PSU 308's TPSBs.

Training began the following morning at 7 a.m. continuing all day, every day for the remainder of the week. During the deployment more than 20 classes were conducted providing PSU 308 members with required individual and unit training. The



Before closing the camp to the public, Cmdr. Ronzelle Green, the unit's commanding officer, publicly thanked Mr. Robert Torres, Jr., for donating the use of his property and presented him with a framed picture of one of PSU 308's TPSBs.

first day's sessions included Tactical Action Officer, Water Survival Training, and Use of Force/Rules of Engagement, Weapons Commands, M-240 Performance Qualification Standards and 50 caliber weapons training. On day two unit members participated in first aid training, an underway gun shoot, as well as generator and boat maintenance.

Day three commenced with operations that would last for the next 24 hours. The training quickly grew more complicated with sessions on bomb threats and improvised explosive device identification, and tactical currencies. In addition the waterside security members worked towards coxswain qualifications.

On day four unit members studied the Hearing Conservation and Respiratory Protection Program and began working towards becoming Boarding Team Member qualified. The final training day consisted of patrolling and additional underway hours for the waterside security personnel.

In the end the training helped the command accomplish its primary goal of enhancing total unit readiness for future deployments. In addition, members came away with a better understanding of their individual roles and responsibilities as well as a better understanding of what it will be like when the call comes to deploy anywhere in the world and commence operations within 96 hours.

— Story by Lt. j.g. Chris Neyhart





# Coast Guard Element at TRANSCOM Gets New CO

On Saturday, September 7, 2013, Capt. Bill Travis relieved Capt. Scott Ogan as the Commander of the Coast Guard Element, Joint Transportation Reserve Unit, United States Transportation Command (USTRANSCOM) at Scott Air Force Base in Illinois. Capt. Ogan had been serving as the seventh Commander of the unit since July 2010. He had previously served at USTRANSCOM as a Joint Mobility Action Officer and Coast Guard Element Executive Officer from 2001 to 2005. Capt. Travis' previous assignment was as the Chief of Coast Guard Maritime Border Security Division at USCG Headquarters, since December 2012. The ceremony was presided over by Maj. Gen. David Post, Commander of the Joint Transportation Reserve Unit, and was attended by the spouses, family and friends of both the outgoing and incoming Unit

Commanders. Other special guests included Maj. Gen. Gregory Couch, USTRANSCOM Chief of Staff, Rear Adm. John Welch, Senior Reserve Officer of Atlantic Area, Rear Adm. Thomas Jones, USCG Director of Operational Logistics, and Master Chief William Dikun, Reserve Command Master Chief for Atlantic Area.

The USTRANSCOM is responsible for creating and implementing world-class global deployment and distribution solutions in support of the President, Secretary of Defense, and Combatant Commander-assigned missions. Its mission is to provide air, land and sea transportation for the Department of Defense, both in times of war and peace. The Joint Transportation Reserve Unit (JTRU) grew out of the need in 1991 to augment active duty personnel and operations during deployment of US Forces to the Arabian Gulf during Operations Desert Shield and Desert Storm. The JTRU at USTRANSCOM was the first joint reserve unit in the Department of Defense. In June 1994, the Coast Guard Element of the JTRU stood up as the first Coast Guard Reserve Unit attached to a Unified Command representing all five of the Armed Services. Coast Guard Element personnel serve as Joint Mobility Action Officers and Deployment Distribution Operations Center Executive Officers supporting all aspects of USTRANSCOM operations and exercises, and lending particular expertise to domestic incident response and Defense Support to Civil Authorities operations.

**Maj. Gen. David Post, Commander of the Joint Transportation Reserve Unit at USTRANSCOM, Capt. Bill Travis, incoming CG-Element Commander, and Capt. Scott Ogan, outgoing CG-Element Commander, during the Change of Command ceremony for the CG-Element at US TRANSCOM, Scott AFB, IL. Sept. 7, 2013.**



# Coast Guard Lady Made Honorary Chief

Lois Bouton, the Coast Guard Lady, was made an honorary Chief Petty Officer during a Chief's Call to Indoctrination dinner in St. Louis, MO, on October 25, 2013. Bouton has been writing to members of the Coast Guard for 40 years after serving as a SPAR during World War II. She is shown here being pinned by Chief Petty Officer Allen Monterroza (left) and Chief Petty Officer Scott Lussier. Chiefs Monterroza and Lussier, reservists assigned to Sectors Upper and Lower Mississippi, respectively, were among the Coast Guard's six newest chiefs being recognized that evening.

— **Photo by PA2 Ayla Kelley**







Participants in a Sector Guam/ ESGR Boss-Lift pose for a group photo.

## Sector Guam CO Receives ESGR's Seven Seals Award

Capt. Casey White, commanding officer of Sector Guam, was the recent recipient of the Employer Support of Guard and Reserve's (ESGR) Seven Seals Award. The honor is bestowed upon supporters of ESGR's work and mission who take extraordinary measures to show that support.

Although her Sector possesses the smallest contingent of reservists among the four services in the region, White and her units put forth the most effort, according to David Sablan, ESGR state chairman of the Guam and Northern Mariana Islands. In the past two years, Sector Guam has hosted more than 100 full-time employers of guard and reserve members as part of the "Boss-Lift" project.

During a traditional Boss-Lift, employers are welcomed aboard a local military installation where they can see the missions their employees support while on weekend duty. Employers are given the opportunity to ask questions, and many come away with a new appreciation for their reserve employees.

"[The Boss-Lift] creates a sense of patriotism," said Sablan. "It makes them want to do everything they can for the service members."

When Boss-Lift was threatened with low support (due to small numbers of reserve assets in Guam and the NMI), White stepped up to host employers of all armed forces reservists using her service's assets and reserve personnel. She said the bosses were excited to interact with the reservists aboard.

"Regardless of what service the [employees] are part of, it's the fact that [their employees] are learning skills, like a technical skill



Capt. Casey White, commanding officer of Sector Guam, receives the Employer Support of Guard and Reserve's Seven Seals Award presented by David Sablan, ESGR state chairman of the Guam and Northern Mariana Islands.

that can be related back to their civilian job, or a leadership focus," said White. "The passion for the job, that translates across the services."

In addition to Boss-Lift, White represents senior military leadership at ESGR award events, taking the time to thank the community in person. Her actions on ESGR's behalf show the Coast Guard appreciates that great relationship, and takes it a step further. Events like Boss-Lift show supervisors another side of their employees - one that may warrant promotions or pay raises as employers realize their reservist employees are capable of more responsibility.

White gave an example of the authority entrusted to a third class petty officer coxswain. She

said, "We empower our junior folks. [The employers] may not understand the ranks completely, but they're able to see the amount of responsibility [reservists] have."

The mutual appreciation and harmonic relationship between the military and the community on the small island is evident among White's contingent of reservists, who all have nominated their employers for an award.

White's actions on behalf of ESGR continue to have a long-term impact on the community, and the ESGR was happy to show their appreciation.

"Any time we've requested support from her, she's never refused us, and that kind of support is exemplary," said Sablan. "She is the epitome of an ambassador of ESGR."

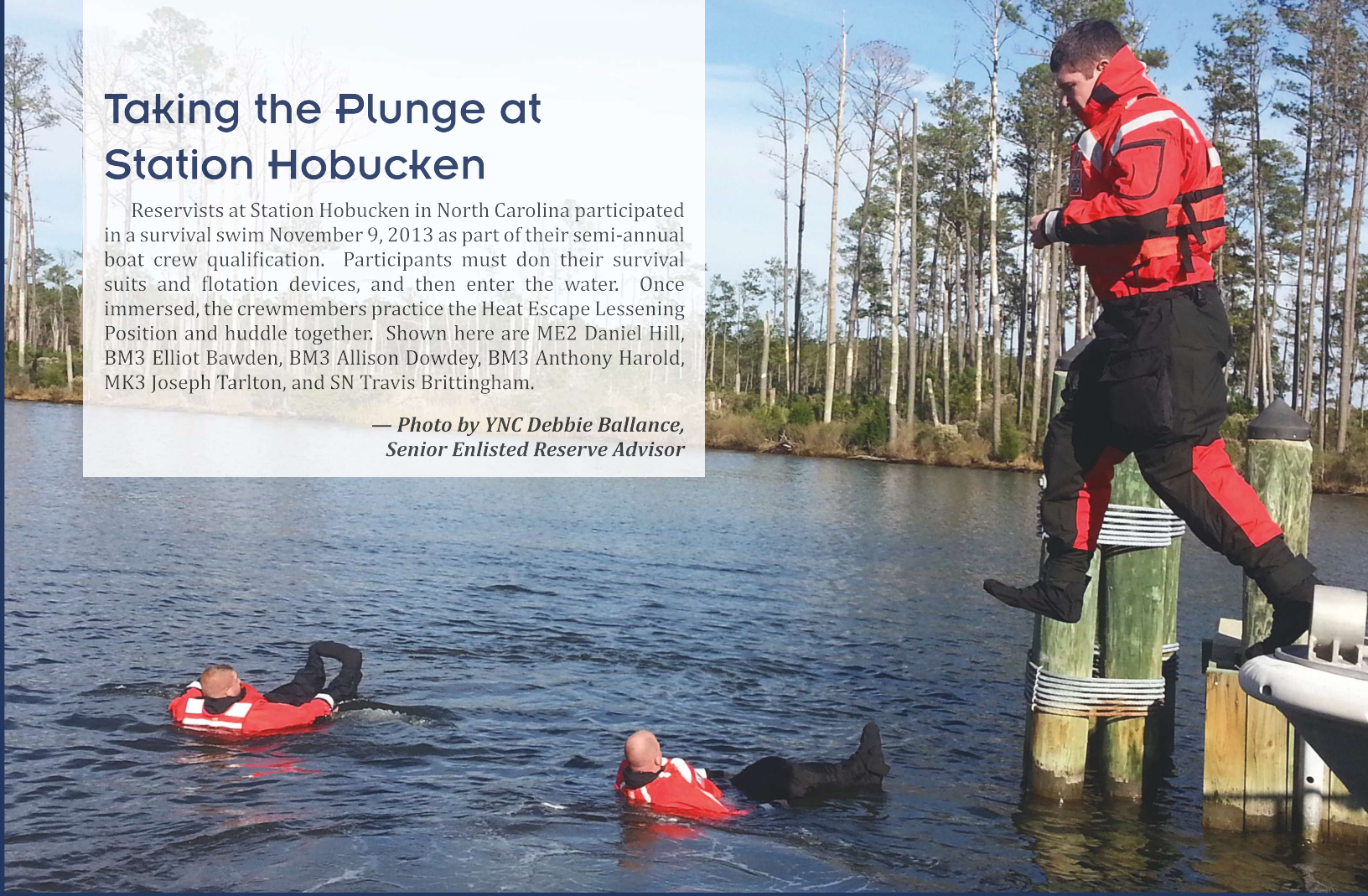
— Story by INF2 Anastasia Devlin



## Taking the Plunge at Station Hobucken

Reservists at Station Hobucken in North Carolina participated in a survival swim November 9, 2013 as part of their semi-annual boat crew qualification. Participants must don their survival suits and flotation devices, and then enter the water. Once immersed, the crewmembers practice the Heat Escape Lessening Position and huddle together. Shown here are ME2 Daniel Hill, BM3 Elliot Bawden, BM3 Allison Dowdey, BM3 Anthony Harold, MK3 Joseph Tarlton, and SN Travis Brittingham.

— Photo by YNC Debbie Ballance,  
Senior Enlisted Reserve Advisor



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# MSD Port Canaveral Brings a Creative Flair to All-Hands Training

Marine Safety Detachment (MSD) Port Canaveral reservists held their annual All-Hands August 3 & 4, 2013 at Station Port Canaveral to coincide with Coast Guard Day. The Reserve teams, who typically drill on separate weekends to provide augmentation to the active duty, come together once a year for cross-training, team building and spirited fellowship on the same weekend as the celebration of the Coast Guard's birthday.

"It is a great opportunity for our reservists to experience the sense of community that you feel during morale events like CG Day," stated Lt. Brent Downs, MDS Reserve supervisor. "Some of our members travel over 60 miles to drill so it isn't feasible to come for one day. By bringing both teams in for All-Hands training, it allows reservists to experience something they might not otherwise get."

Team building exercises have become a favorite part of the weekend and were expanded from the previous year. Two person teams had to complete a scavenger hunt throughout the port to find Team One Leader Lt. Lee Cuthbertson using a series of clues and a decoder. This required the teams to travel over 12 miles and visit several waterfront facilities, observing key aspects of port operations. The exercise served as a great refresher on important performance factors as it required the use of the Code of Federal Regulations and regulatory knowledge necessary for port security and pollution response. The second phase of the exercise was a cutter building contest with specifications for size, components, name and hull number. The ships were judged for



Reserve teams at MSD Port Canaveral show off their creations in phase two of their annual team building exercises. The ships had to meet specifications for size and components and were judged for aesthetic quality and seaworthiness.

aesthetic quality and seaworthiness. The ships were tested with weights as ballast in "simulated seas." MST2 Michelle Cox and MST2 Eric Hall and their vessel Knot On Duty were the overall winner for carrying over 130 pounds of ballast without sinking. It also held a very brave 5 year old sailor shortly after the victory!

"We can't forget that our reservists are giving up their weekends to be here" reflected Downs, "You make it productive, fun and meaningful so that everyone wins."

## Blessing the Fleet: Chaplain conducts maritime tradition for PSU on deployment

The sea can be the source of tranquility for the residents of Naval Station Guantanamo Bay, Cuba. Depending on the location, the waters can be blue and serene with small waves tumbling ashore or may be violent and greyish with crashing waves. Just like the ocean, the weather is as unpredictable as the water's current and can change in an instant. When the sudden storms and rushing rainfalls do come, residents can seek cover in their dwellings, away from the treacherous weather.

But for the Coast Guardsmen of Port Security Unit (PSU) 301, a unit from Massachusetts Military Reservation, Cape Cod, Mass., who are currently deployed to Naval Station Guantanamo Bay, Cuba, in support of Joint Task Force Guantanamo Bay, there is no seeking cover, there is only continuing their mission, which takes them outside their comfort zones and inside the eye of the storm.

"Every time the boats go out, the people are put in peril," said Coast Guard Master Chief Petty Officer Karl Brobst, of PSU 301 and a West Creek, N. J., native. "The sea is the most unforgiving environment we have."

For this reason, members of the unit participated in a maritime tradition called the Blessing of the Fleet, Sept. 6.

The tradition spans back the days of the ancient Greeks, who would offer a blessing of the fleet as a form of protection for the vessels preparing for sea. The idea behind the protection was not only against the enemies that the vessels would encounter, but for surviving the sea itself and its unpredictable weather. It wasn't

uncommon for most of the ancient fleets to be lost due to storms instead of enemy combatants.

"At sea, humans were totally defenseless and that's the one area they feared the most," said Navy Cmdr. Terry Eddinger, chaplain for Joint Task Force Guantanamo and a Winston-Salem, N. C., native. "It's the one place they can't control. Part of the blessing was for asking for God, who they thought could control the sea, to do something, since they could not."

With hurricane season approaching and rainfall becoming more frequent, both Eddinger and Lt. Baron Miller, naval station chaplain, offered their prayers to Coast Guard personnel, blessing those who navigate the boats, the crews and passengers who embark upon the vessels. They also blessed those who patrol during their shifts and wished them safety through their deployment.

Although the weather can prove to be cooperative on most occasions, the members of PSU 301 operate in less than desirable circumstances when dealing with the ocean's temperament.

This is also the first blessing of the fleet ceremony recently held for a Coast Guard unit stationed here. For Brobst, who feels this is a tradition that all maritime units should experience, the ceremony helped solidify unit bonding despite a variety of faiths.

"The Blessing of the Fleet ceremony crosses all faiths, it doesn't particularly focus on one faith, it covers all the faiths," said Brobst "Everyone here has their own beliefs and own faiths, but you can unite them all under one common goal, one common bond."

# Yellow Ribbon Reintegration Program: Preparing Our Nation's Citizen Warriors



## Making Connections

- More than 83 percent of attendees found Yellow Ribbon events beneficial.
- More than 91 percent reported that Yellow Ribbon increased their awareness of available support and resources.
- Nearly 80 percent credited Yellow Ribbon with helping them cope with deployment issues, including improved family communications, effective stress management, and strategies for financial and employment issues.
- Since 2008, Yellow Ribbon has reached more than 1.2 million Service and family members with critical deployment cycle and reintegration support.

Serving as a citizen warrior in the National Guard or Reserve is much different than wearing the uniform full time. You probably don't live near a military base or have easy access to the resources at a military installation.

Congress formally recognized the unique challenges of Guard and Reserve members in 2008 and established the Yellow Ribbon Reintegration Program (YRRP) to support you. Yellow Ribbon provides access to information and tools to help you and your family navigate the challenges of deployment and reintegration.

The program hosts free nationwide events specifically tailored for each Service. A series of workshops offers targeted information about benefits and community resources. Experts who understand the deployment experience lead breakout sessions on financial management, legal planning, health care, benefits, employment, relationships, and family well-being. Many events also offer special youth programs and free childcare. Perhaps most importantly, you'll have the opportunity to connect with fellow Guard and Reserve families who understand the issues you may be facing.

Yellow Ribbon offers events for each stage of the deployment cycle to help you and your family prepare:

### Pre-Deployment

During pre-deployment, you will receive military orders and preparation time may be limited. At a Yellow Ribbon pre-deployment event, you and your loved ones will learn about legal considerations, financial planning, healthcare, benefits, and family well-being. You'll have the opportunity to receive one-on-one guidance and create a family readiness plan.

### During Deployment

*Travis Bartholomew is the Director of Outreach Services for the Office for Reintegration Programs at the Department of Defense. He has 16 years of experience serving in the Army Reserve, including deployments, and 13 years of experience serving military families as a Federal civilian.*



During this phase, you are approximately at the half-way point of your military assignment. Separation is difficult, but Yellow Ribbon deployment events can help your family connect to community groups and resource networks for support.

### Post-Deployment

During post-deployment, you will return home. Coming back to your regular life may pose an entirely new set of challenges. In order to ensure a smoother transition, attend a Yellow Ribbon event with your family. You'll learn strategies for strengthening relationships, coping with the difficulties of reintegration, and rejoining the civilian workforce. Yellow Ribbon also offers employment and career development support through its Hero2Hired initiative, which helps Guard and Reserve members find job opportunities with military-friendly companies.

Don't go through another deployment cycle alone! With hundreds of free events around the country, the YRRP is working to serve the Guard and Reserve families in your region. Search and register for an event near you at [www.yellowribbonevents.org](http://www.yellowribbonevents.org).

Coast Guard personnel can also get YRRP information by visiting the CG Yellow Ribbon website at [www.uscg.mil/reserve/yellowribbon](http://www.uscg.mil/reserve/yellowribbon) or emailing [yellowribbon@uscg.mil](mailto:yellowribbon@uscg.mil).

### About Yellow Ribbon Reintegration Program

Launched in 2008, the YRRP is a Department of Defense initiative that promotes the well being of National Guard and Reserve members, their families, and communities. YRRP is mandated by Congress and its support efforts will remain in place, even as the U.S. military shifts its focus.

**— By Travis Bartholomew,  
Director, Outreach Services,  
Office for Reintegration Programs**



# Shaping the FUTURE of the Reserve Workforce







**The Editor, Jeff Smith, sits down for an extensive interview with the Director of Reserve and the Assistant Commandant for Human Resources.**



# Shaping the Reserve Workforce

By Jeff Smith, Editor, *Reservist* Magazine

**R**ecently, the *Reservist* sat down with Rear Adm. Daniel Neptun, Assistant Commandant for Human Resources and Rear Adm. Steven Day, Director of Reserve and Military Personnel for an in-depth discussion covering a broad spectrum of personnel management initiatives affecting both active duty and Reserve members.

**Reservist:** Admirals, thanks for taking the time to speak with us today about the Coast Guard's efforts to attract and maintain a total force with the skills and motivation necessary to meet the Service's current and future mission requirements. Rear Adm. Neptun, as Assistant Commandant for Human Resources (CG-1) what can you tell us about the workforce management tools that have been put in place over the past several years, and how you think they will impact not only the active duty but reservists going forward?

**Neptun:** Two come to mind as most significant for the enlisted workforce, those being the Career Retention Screening Panel (CRSP) and High Year

Tenure (HYT). We began using CRSP as a screening tool in 2010 to ensure we have the best performing members continuing their service in the Coast Guard past 20 years. The whole focus is to look at retirement-eligible members every three years, some who may have gotten a little too comfortable over time or may have stumbled along the way, but were permitted to stay for a variety of reasons, and evaluate them against their peer cadre across the Service. This process helps us ensure that we are retaining the best of our senior enlisted leaders.

As I mentioned, we have been holding these panels since 2010, and our biggest communications challenge has been getting members to believe that we are looking at each year as separate snapshot

without a predetermined outcome in terms of a specific number or quota. The Commander of the Personnel Service Center (PSC) develops a precept that describes criteria of what superior sustained performance is for a senior enlisted member. The members of the CRSP then interpret that precept based on the records of the members, all who are approaching 20 years of service or more, who come before them. Members who are identified for involuntary separation are then slated for retirement the following year, allowing them the opportunity to plan an orderly transition to their post-Service lives. We all have to leave at some point, and part of a workforce manager's job is to provide members with some level of predictability so they can plan



*Reservist* Editor, Jeff Smith, right, sits for his interview with Rear Adm. Neptun, left, and Rear Adm. Day

effectively for when that day arrives. With four panels behinds us, it is becoming clear that CRSP will help both the Coast Guard and its members make more informed decisions as we strive to balance the needs of the Service with the needs of members and their families.

The second and perhaps more controversial item is our HYT policy. Controversial, in part, due to the baggage it brought forward from the early 1990s. At that time, HYT and a reduction in force action combined to cause the enlisted workforce to dip below what even the projections indicated it should be. Then, the HYT focus seemed to be on people in ratings where advancements were slowest: ratings like aviation crew members fell into that category. Many were E-5s and E-6s content with being crewmembers and maintainers at air stations, and advancement didn't really seem to make much of a difference on the hanger deck. Along came HYT and that group of Coast Guardsmen was severely impacted. So, drawing on the experiences of 20 years ago, we are focused on a more fine-tuned, rating-specific HYT screening approach. For example, we won't necessarily look at a Marine Science Technician or Boatswain's Mate or Machinery Technician exactly the same way, but rather based on the rating's strength and needs. We have not simply focused on time in service criteria. Each rating's strength at all pay grades is carefully studied prior to each panel. My over-arching guidance to the HYT panel members is "do no harm." The workforce forecasting staff goes to great pains ahead of time to determine where the strengths and weaknesses are in the different ratings and the pay grades specifically within those ratings, making it possible for the panel to go about its work with eyes wide open about what the impacts will be. Again, we want to make sure that none of the ratings are negatively impacted. To that end, up through this year HYT has been a tool that we have only used for retirement-eligible members. We will have the same rules in place for next year and then, if conditions warrant, we will tighten up the following year. We are already in the process of readjusting the HYT professional growth points (PGPs) for E-4s and E-5s to allow them more time in service before facing a HYT panel. The opportunity to get into one of our class "A" schools has been slow over the past few

years, and we do not want to disadvantage people who finally get to go and might be approaching the current seven-year mark. We are examining adjusting the HYT PGPs shortly to hopefully incentivize members to take their servicewide exams and preps for advancement seriously so they are competitive with their peers and move up. Related to the readjustment of PGPs is a fresh look at the re-enlistment criteria we use for the enlisted workforce. We have had very few constraints on re-enlistment going back to Master Chief Petty Officer of the Coast Guard Vince Patton's tenure (1998-2002) when we started indefinite re-enlistment periods for our enlisted members. Again, like the HYT of the 1990s, this initiative was well intended yet had unintended effects. When we fast-forward to the past few years of decremental budgets and then look at what happens when we take the re-enlistment interview and the whole concept of enlisting for a specific period of time out of the picture. It has caused some of the ratings to bulge at senior pay grades and slow down the opportunity for junior members to move up. The new re-enlistment criteria will be set up for commanding officers to choose from a menu of about eleven factors they go through to determine if the member is or isn't a good candidate for re-enlistment. For example, reasons for not re-enlisting members might include chronic indebtedness and, of course, drug and alcohol incidents. There are some members who, for whatever reason, have been allowed to stay in the Service beyond the time when even our personnel management policy directives required they be discharged. So the whole idea is to provide commanding officers with more useful evaluation criteria so they know the standard a member is expected to uphold in order to continue beyond their first and subsequent re-enlistments. If an individual doesn't meet the criteria, and the command feels it is warranted, a waiver to retain some one can be requested. The waiver request then goes to the PSC where a determination will be made whether or not to re-enlist the member. This brings me to the second part of your question regarding impacts on reservists. We are recommending use of similar tools -- CRSP, HYT and tightened re-enlistment criteria -- for the Reserve enlisted workforce as well. We are just starting the in-depth analysis of the

utility of employing these tools within the Reserve. The workforce planning staff is doing preliminary research to ensure that we do not harm any particular rating. There has been a long standing history of reservists not necessarily moving up the ranks quickly. Some love being that BM2 boat coxswain and having 20-something years in the Coast Guard Reserve and are probably the most capable member at the unit because they have been there so long. Therefore, we must look carefully at those things so that we continue to provide the opportunity for reservists to advance and carefully manage the retirement-eligible end of the spectrum. There has been a bit of resistance to force members to leave at the 30-year mark, which is really the only upper end limit tool we have. Initial research indicates we have built obstacles for E-4s to advance. We need to bust through that and provide opportunities for upward mobility. We have a Service expectation that people want upward mobility, and we need to provide the opportunity for them to do so, whether their career leads them to senior enlisted, officer, or chief warrant officer status. We cannot allow ratings to become growth stagnant. That is something where CRSP possibly, but HYT definitely, will help. As to the re-enlistment criteria, it will probably not have a huge impact on the Reserve workforce, but again it will provide the command, as well as the individual reservist, with that list of what is expected for each member to continue to serve in the Reserve.

**Day:** As Rear Adm. Neptun has stated, the Reserve force is right behind the active duty on implementing some workforce shaping tools. Currently, the Reserve Component has 48 members beyond the 30 years of service. There are more than 600 enlisted members who have their 20-year (retirement-eligible) letter. Of those, 25% are in the E-4, E-5 and E-6 pay grades. So, to ensure we have a properly balanced enlisted workforce and continue to develop the senior leaders of tomorrow, we intend to employ similar active duty workforce shaping tools, particularly HYT, in a manner that makes the most sense for the Reserve. Our implementation plan calls for a multi-year phased approach beginning in 2014.

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# Shaping the Reserve Workforce

**Reservist:** *What were the biggest challenges and key lessons learned that can be drawn from these active duty workforce management tools?*

**Neptun:** Communicate. Communicate. Communicate. Messaging what the intent is and how it works so that it gets down to and is understood at the deck plates. I have been a student of communications, mostly in terms of how challenging it can be, for decades. You cannot just send an ALCOAST message and consider it done. Nor can I just combine an ALCOAST message with a Flag Voice and expect that everyone top-down, bottom-up is going to read it. There are plenty of examples, at all levels of our organization, where individuals either do not have the time or take the time to sift through the steady stream of information they receive on a daily basis. I think what many members tend to do, is to wait until it is time to take action on something. That may sound like procrastination, but I get it. We have a lot more pressure to manage communication inputs today than we did perhaps 20 years ago, and members will put things off until it is time critical, only to find out just how much is involved and then possibly find themselves behind the curve. That has been my challenge, as CG-1 in particular, because I am constantly asking myself are the junior crewmembers on that patrol boat, at that small boat station, or port security unit, getting the change information they need from my Directorate. They aren't sitting at a workstation every day like those of us here at Headquarters. Their opportunities to log-on are probably at odd hours, perhaps when they are on duty every two to three days or once a week. This becomes even more challenging for our part-time Reserve workforce. We get them for less than forty days a year and most of that time, particularly monthly drills, is filled with a full set of activities to meet training requirements, competency attainment, and so forth. So, reviewing workforce management information is competing with that time; it can be challenging. I will consider it a success when the boat crewman at Station Chatham knows exactly what Reserve CRSP (if employed), Reserve HYT, or Reserve Re-enlistment Criteria are all about, how these tools will be implemented, and why each is a good



thing for that reservist. Historically, we have tended to make big and sudden adjustments that have long-term, and often negative impacts. These include stagnation with members unable to advance in a reasonable amount of time or juniority when members advance quickly but perhaps without the optimal level of experience or proficiency for their chosen profession. Hopefully, we will be able to minimize how we make those adjustments and demonstrate to our workforce, over time, that we are adeptly managing the peaks and valleys of expanding and contracting workforces. Our goal is to provide a more predictable opportunity to move up from E-1 to E-9 and fulfill those promises made at the recruiting office regarding professional development and upward mobility, whether a member signs up in 2014 or 2044.

**Reservist:** *Given the need to find that balance, do you see any unique challenges when it comes to trying to apply active duty tools to a more geographically constrained workforce?*

**Day:** Yes. Without question we have to be cognizant of the nature of where reservists are recruited from and where they are assigned, and the impact that has on their ability to develop professionally and advance over time. That said, the

Coast Guard, like all of government, continues to be under fiscal pressure and we must be realistic about that. A significant portion of the Reserve Training (RT) appropriation is for personnel cost. As budgets continue to tighten those costs will continue to be scrutinized and we will need to ensure that we can demonstrate that those costs are justified. That means a well trained, professionally developed and vibrant Reserve workforce.

**Reservist:** *Are members who choose not to advance for fear of being reassigned putting themselves at risk?*

**Day:** There is no doubt that some reservists are quite content being that third or second class petty officer, and I understand that. But members need to understand, particularly in today's environment that along with making a choice to not advance comes potential consequences. Recently, I spoke at a Reserve All-Hands weekend at Sector Baltimore where I told them that the choice to advance was up to them, but that not advancing and believing they can stay in our service as a Third or even a Second for 20 years, be it active or Reserve, is an unrealistic expectation.

**Reservist:** *How has the move to the centralized assignment of reservists impacted the challenges of sustaining a balanced workforce?*

**Day:** Centralized assignments have been quite a change. As you may recall, initially it only impacted captains, then commanders, before being applied to the entire Reserve workforce. We talk a lot about the reasonable commuting distance (RCD) policy. The facts are that 75% of our force travels 150 miles or less to their drill site. And nearly 80% of those are members in pay grades E-4 thru E-6. The reality is the more senior you become there are fewer opportunities for assignment within the RCD. Today we have 48 senior enlisted serving with over 30-year time in service waivers. Many, if not all, are assigned to what are referred to as "hard-to-fill" billets and often outside the RCD. As we look to implement Reserve HYT, filling those billets will remain a challenge and something we will have to closely monitor and manage. Fortunately, the centralized assignment process has given us the ability to look nationally at how and where we assign members. And while not perfect, it is

helping us more equitably manage assignments across both the enlisted and officer corps.

**Reservist:** *Given the current fiscal environment and its potential to negatively impact the Coast Guard budget and the RT Appropriation, should reservists view changes to the workforce simply within that context or is there more to it?*

**Day:** As we sit here in early December, there are three potential targets for FY14 -- the President's budget, the Senate mark and the House mark -- with three different numbers, which mean three different things for the Reserve Component. The variant between the high end and the low end is about 18%, which could equate to a lot of reservists and the resources to train them. So it becomes an issue of managing the RT appropriation to best effect with the monies which we receive. Across the Coast Guard, 60% of our accounts are tied directly to personnel costs, such as pay and benefits, housing, outfitting and so on. Those are fixed, non-discretionary costs: if you hire people you have to pay and support them. If we cannot find enough discretionary funds, like tuition assistance, then we will have to look at workforce reductions.

Regardless of whether budgets are increasing or decreasing, requirements ultimately drive personnel needs. Currently, the most clearly defined Reserve requirements reside with our Port Security Units expeditionary warfare support to the Department of Defense. To help better and more clearly define requirements for the total Reserve force we recently shifted two full-time support (FTS) billets, a Reserve Program Administration captain and commander, to work for the Deputy Commandant for Operations. In addition, we have placed another FTS billet within the Office of Boat Forces which currently has more than 2,000 Reserve billets in its portfolio. This action has already started to pay benefits as Boat Forces has developed requirements necessary to sustain boat operations during a surge or contingency events and is well along in developing a robust training plan to support those



requirements.

We are just starting to look at the Reserve billets within the mission support world-of-work. The Direct of Logistics, Rear Adm. Thomas Jones, has over 1,000 Reserve personnel that his organization can utilize. There is an opportunity for that part of the Reserve force to bring a great surge capacity to bear. Reservists' civilian skills are a relatively untapped resource of experience and proficiency which would be of great value to meeting day-to-day mission support needs at bases, sectors, air stations, and in-port cutter support.

**Reservist:** *What advice would you offer to the young enlisted and officers serving in the Coast Guard Reserve today?*

**Day:** First, I would say be flexible because requirements and times change. And, as I've already stated, I strongly believe that one of the most valuable things a reservist brings to the table is his or her civilian skills. Reservists need to share that skill set with their active duty supervisor, particularly if that skill can assist the command to meet its mission. Specifically for officers, I recommend a diversity of assignments, both in mission and location.

**Neptun:** Do your best, everyday. Remain

positive. Project a positive demeanor. That is what others see and, in part, how they evaluate you. Take on challenging assignments. This is how you will grow both personally and professionally. Make life-long learning a vocation. We live in a time that is increasingly more complex. We need to constantly seek out new sources of knowledge to remain relevant.

**Reservist:** *What do you see as the biggest challenge facing the Coast Guard Reserve?*

**Day:** Believe it or not it is not the budget. In my view the biggest challenge is to continually show what we are worth and what return on investment we can demonstrate for the Coast Guard and the American public in the event of a contingency. Today, 50% of the country's military capacity resides in the Guard and Reserve. It is not a matter of if a reservist or guardsman will be called, but rather when. I hope there are no more 9-11s, Katrinas, Operation Iraqi Freedoms or Deepwater Horizon disasters, but history has shown otherwise. We need to be prepared. We need to continually improve our proficiency so that we are there when needed most. In fact, a case can be made that as budgets tighten having a ready and reliable surge capacity is more important than ever.

**Neptun:** I agree. You could look at a whole laundry list of things, whether it is reductions in personnel, training resources or building competency and proficiency, and it would be hard to pick one over another. So what stands out across this spectrum of things? In my mind, it is maintaining mission relevance. A person shouldn't be looking in the mirror and wondering, why am I doing this? And relevance is tied directly to readiness. I have been a 20-year advocate that it is not an issue of either mobilization or augmentation. We need to be doing both. This past decade that has been supplemented by contingency response: getting oneself ready for that next response, whatever it is.

The Coast Guard Reserve is the envy of the Department of Homeland Security. My counterparts managing the human resource portfolios in other agencies, even FEMA, don't have the depth of experience and capability that the Coast Guard

**continued page 28** ➔



# Shaping the Reserve Workforce

Reserve brings to the table for us. I see reservists as our go-to force for contingencies. Rear Adm. Day and I have had many conversations over the years about creating a watch and quarter station bill (WQSB). Wouldn't it be great if every reservist was on a WQSB that very clearly stated what a member's augmentation responsibilities, mobilization responsibilities and what contingency response requirements are? And, requirements are training, competencies, proficiency, all those things that make an individual ready to respond to whatever that next thing is. For example, the Incident Command System (ICS) has matured a lot and proven itself time and again. The Coast Guard is good at it. It is almost a second language for us. I think that ICS is a niche for reservists, with many officers and enlisted already there. The manner reservists were utilized in the Deepwater Horizon response, while not perfect during the initial surge, demonstrated their value in this area.

At a time when we have been drawing down on the active duty side, especially in staff positions where we are just about ready to cut to the bone of how we do things, where do you go next to pull in the people when you have to ramp up? It's the Coast Guard Reserve. As we look into the future and the realities of detrimental

budgets on active duty personnel, the Reserve becomes even more critical for the Service's ability to respond to whatever contingency might lay ahead. If we train our reserve personnel properly and use them properly, we have a phenomenal opportunity to lean fully into the Coast Guard Reserve as that very talented bench from which we draw. The more fully trained reservists we have that are ready to respond to the next big contingency, that much better the national response will be. That is an important place to be, and why I think it is such a great time to be a reservist.

**Reservist:** *This final question is for Rear Adm. Day. Sir, as someone with the unique perspective of having a career that has spanned five decades, has served in the enlisted ranks from recruit to Damage Controlman (DC) 1st Class and gone on to attain Flag rank, how would you assess the Coast Guard today?*

**Day:** Today's Coast Guard is probably the most educated force we have seen in our history. One quick example, a year ago I was mentoring a recruit company at Cape May and of the 60 recruits over half had an associate degree. Another 15 or so had bachelor degrees and seven had masters. So, educationally, a pretty sharp active and Reserve force.

Addressing Reserve readiness

specifically, I'll share another example. I was married the summer of 1975 and a short while later my wife asked me how long I planned on staying in the Reserve. I said my goal was to make Chief, and being a DC2 at the time, figured that might take about 14 years. Her next question was really interesting. She asked about my getting recalled. I half jokingly told her that no one would ever recall the Coast Guard Reserve. Well obviously that changed and so did the lives of Guardsmen and reservists with the invasion of Kuwait in August of 1990. We answered the call then and have been doing so ever since. Even in the fiscally constrained times in which we find ourselves Americans continue to want a strong defense. In my view, the Guard and Reserve will continue to be a big part of that. And that is why I continue to stress the need for every reservist and Guardsman to take full responsibility for their personal readiness, both administratively and physically. The responsibility for our reservist's operational readiness, as outlined in the Commandant's Reserve Policy Statement, resides with every commanding officer and officer-in-charge who has been entrusted with the responsibility to train and prepare Reserve personnel assigned to their command. Ultimately, it is on-scene command leadership that will determine whether reservists will be ready when the next call to duty is sounded. ≈



# Reservists first to experience new curriculum providing hands-on training to new SKs

**Story and photo by PAC Sherri Eng,  
11th Coast Guard District**

Seaman Zachary Krueger is thankful that Storekeeper (SK) "A" school is no longer taught through "death by PowerPoint."

He was one of five reservists who recently completed SK "A" school at Training Center Petaluma using the newly-implemented interactive training curriculum. The group – which happened to be the only convening class comprised entirely of reservists – received hands-on training by working on computer simulations that mirror real-life systems.

"What we learned is very applicable," said Krueger, assigned to Base Detachment St. Louis. "Along with the detailed job aids they gave us, I'm confident I can do my job."

Prior to the recent revamping of the curriculum, students endured hours of PowerPoint presentations with the hope that they could translate what they learned in the classroom into practical application. Now, students gain hands-on experience using the computer financial tracking, property, credit card, and inventory systems that they will be using at their units. They also spend time in the warehouse learning about shipping, receiving, and taking inventory.

"With this instruction, they will be able to go out and do their job immediately," said class advisor Petty Officer 1st Class Carenda Snyder.

Each set of skills builds upon the other and culminates in a three-day capstone event at the end of the eight-week program. Students are given real-life scenarios and are expected to show their competency at each of the four "desks" – purchasing, accounting, inventory, and transportation. They may be asked to order supplies, modify records, follow up with customers, receive shipments, and close out procurement records, for example. Each student will be evaluated on his or her performance at each station.

When Master Chief Dawn Stephens arrived as the SK "A" school Chief in July 2011, she wanted to streamline the program and give students actual on-the-job training. She and the school's



**Seaman Victoriano Castaneda practices using the Coast Guard's electronic ordering system during his training, July 29, 2013, at Storekeeper "A" school at Training Center Petaluma, Calif.**

instructors spent about 1 ½ years completely rewriting the curriculum. The new training program has helped to shorten some of the learning modules. For example, teaching Military Standard Requisitioning and Issue Procedures (MILSTRIP) and how to fill in accounting codes previously took two weeks, but now takes only a 1 ½ days thanks to new online tools, which allow students to use hands-on exercises.

"I wanted the curriculum to mimic a real-life office," Stephens said. "I didn't want students to learn it and then leave it. I wanted them to learn it so that they can do it every day."

The school rolled out and tested the new program in April 2013 before finalizing it in June. The Reserve class, which convened on June 17 and ended on Aug. 9, was the first to experience the newly-formatted training. As reservists, students found the practical learning tools particularly useful because they aren't on the job every day like their active duty counterparts and don't have as many opportunities to learn their job.

"It's all hands-on and very interactive. You're actually doing what SKs do," said Seaman Victoriano Castaneda, based at Coast Guard Headquarters in Washington, D.C. ≈





Artwork by PA2 LuNola Stone

## CG Looks to define requirements for Reserve Public Affairs Specialists

Story by PACS Barbara Voulgaris

The Coast Guard's second smallest rate made history recently with a rare gain of 12 new billets, bringing the number of reservists in the Public Affairs (PA) Specialist rate from 47 to 59. After a steady decline in billets (both Reserve and active) since the 1980s, this is the first PA billet increase in nearly three decades. The increase, no easy feat, resulted from the 2014 Semi-Annual Reprogramming Review, also known as the SARR process. Public Affairs has always been a small rate averaging between just 70 to 100 (active) positions since the journalist (JO) and photographer (PH) rates merged in 1972.

The information age has created sweeping change in the PA rate since the Coast Guard advanced its first Chief Journalist, Alex Haley in 1949. The never-ending news stream and the ubiquitous social media, such as Facebook and Twitter have revolutionized the way in which we distribute and receive information. Instead of taking several days, today's technology transmits information within minutes, even seconds. The media and the public now have an expectation of news and information on demand. This makes it even more critical to maintain a highly professional Coast Guard Public Affairs force. Public Affairs is the face of the Coast Guard. It is how the public receives information about what the service does every day.

PAs communicate what we do, why we do it, what resources we need to do it and how well we do it. A slow and/or ineffective public affairs program reflects badly on the Department of Homeland Security, the Coast Guard, and can also create negative consequences particularly during a large-scale response. A negative public perception diminishes the heroic work performed by the men and women of the Coast Guard.

Reserve PAs are a valuable and relatively inexpensive resource. Their role is to assist the service in meeting its public affairs mission. They must be capable of deploying wherever

and whenever necessary to support contingencies and to augment their local district public affairs offices. During the 2010 Deepwater Horizon (DWH) disaster, the Coast Guard recalled nearly every reserve PA; however, this still was not enough to fully support the public affairs function of the response.

The Coast Guard's small active duty PA cadre relies on highly trained and motivated reserve PA professionals. What it lacked was a holistic strategy to manage and train them. After referring to lessons learned from DWH, reviewing reserve PA billet numbers, structure and distribution, and interviewing PA in the field, it was apparent that PA reservists were not being managed strategically. The reservists lacked both a formal plan and training structure. Billets were misaligned and not strategically placed. In addition, the Reserve rate wasn't structured in a healthy "pyramid formula." There were insufficient numbers of senior billets, which in addition to limiting advancement potential also created a leadership void at the district level. Finally, there was a lack of standardized training schedules to meet contingency and surge requirements.

A major challenge for any reservist is the limited amount of time each month to meet mandated and professional training requirements, not to mention keeping up with important policy and procedural changes; all within 36 days per year. Success requires an efficient use of this limited training availability.

Absent leadership, structure and support, it can often take the individual member precious hours or days to navigate relevant career information or to even determine what professional training is required. A plan was needed that provided strong leadership through a "manage down approach."

To accomplish this, Coast Guard Headquarters Public Affairs (CGHPA) Office (CG-0922) developed a Reserve billet structure

that closely matched the active duty billet numbers by district. The new structure consists of eight deployable reserve PA teams assigned to district offices (excluding Districts 14 and 17 due to recruitment, sustainability and geographical challenges), divided into PA EAST and PA WEST. PA EAST includes 27 billets assigned to 1st, 5th, 7th Districts and the Public Affairs Detachment in New York. PA WEST includes 29 billets assigned to 8th, 9th, 11th and 13th Districts.

Four key senior PA Reserve billets assigned to the CGHPA Office, include one Chief Warrant Officer (CWO), one Master Chief (PACM), and two Senior Chief billets (PACS). These positions directly support the districts through the program office and the PA Rating Force Master Chief. They will operate as a team to prepare the reservists for mobilization while also ensuring they remain valuable PA assets to their districts. One PACS will be responsible for PA EAST and the other for PA WEST. The CWO and PACM positions will serve as advisors to their active duty counterparts at headquarters. They will also provide overall program support and serve as a conduit between the active duty and Reserve members to ensure that the districts are receiving important information concerning policy changes, training requirements, schools, advancement opportunities, assignments and more, so that all rate and service requirements are being met district wide.

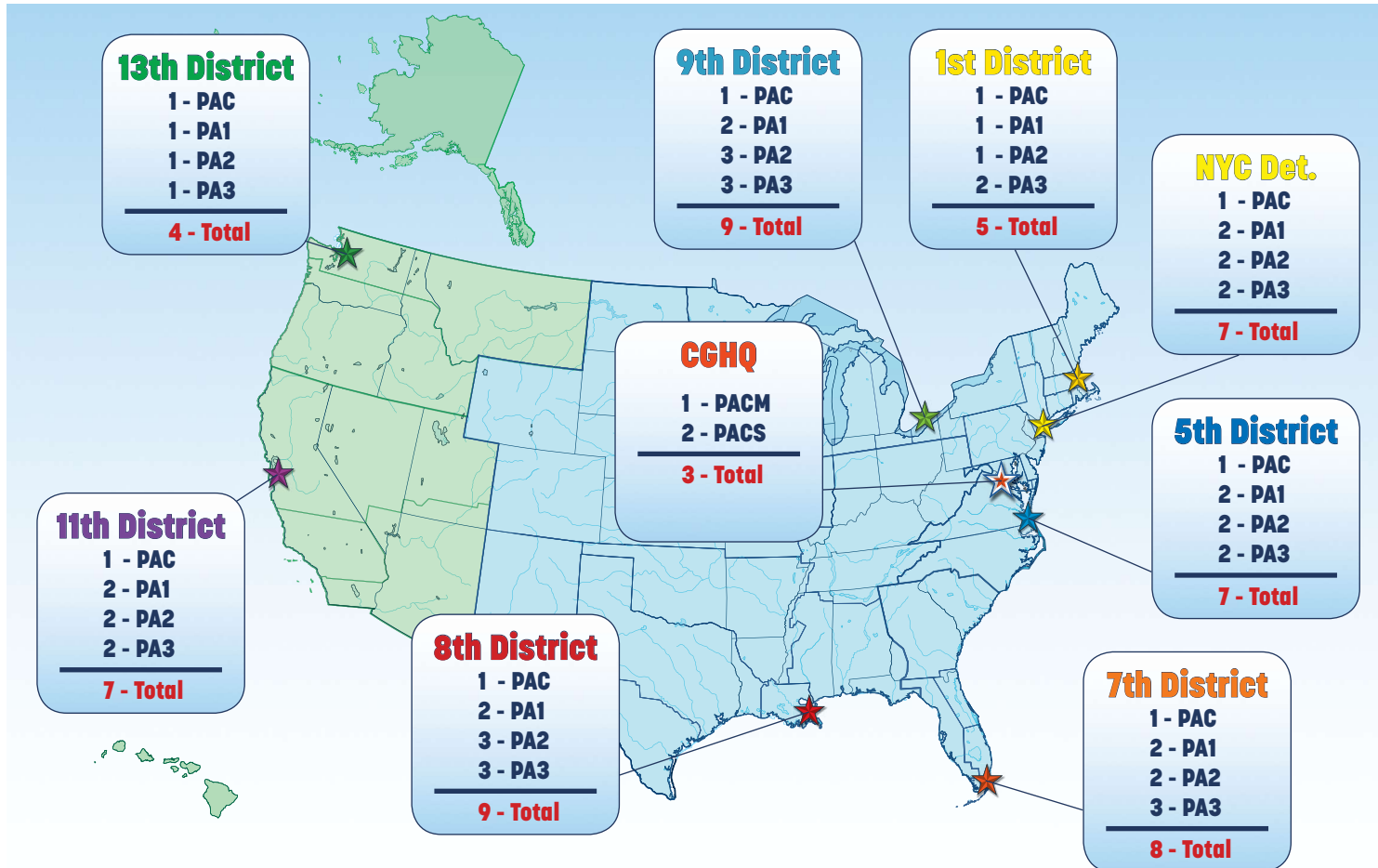
To guide the new structure and responsibilities, CGHPA developed a Concept of Operations designed for closer

coordination and training with the active duty PAs at each district. The plan's purpose is to combine resources and tools to ease the burden on the active duty staff while producing a well trained and highly functioning PA Reserve force.

A major goal of the teams will be to develop the skills and experience necessary to provide mission support during a contingency response in accordance with the Commandant's Reserve Policy Statement. At the district level, Reserve PA chiefs will work together with their active duty counterparts to provide essential leadership, accountability and oversight and to ensure that training requirements are met. Ultimate responsibility for training the reservists rests with the district offices.

The CGHPA Office's next challenge includes attaching competency codes to all Reserve PA billets in accordance with the Concept of Reserve Employment initiative which, with Headquarters program level input, identifies a particular competency that a member achieves within their rate. In addition, CGHPA is working with the recruiting command to draw new members into the rate and fill several of its open billets.

Along with the additional billets, new guidance and leadership accountability will ensure Reserve PAs are capable of meeting response requirements for future contingency operations while providing both surge and augmentation support to the offices where they are assigned. Moreover, it will ensure that Reserve PAs are fully trained and capable of meeting the requirements of the public affairs program and the Coast Guard as a whole. ≈



The PA Reserve billet map identifies PA EAST and PA WEST with the numbers and ranks of the billets assigned to each district office.



## File Under: Total Workforce Management

*The following is excerpted from MKCM Ed Lewis' September 2013 Rating Force Master Chief Force Notes.*

Here's a paper drill. I call this the "total person problem." The next time your shop comes together, give everyone a 3x5 note card or sheet of paper. The larger the group the better and reach across divisions if possible. Have everyone complete:

FRONT SIDE	BACKSIDE
Rate/Rank	Civilian Occupations
Unit History	Volunteer Efforts
Evaluations	Civilian Advisory Board Positions
Time in Service	Advanced Education and Field of Study
Current Qualifications	National / Industry Recognized Credentials
Service Schools	Prior Military Training and Experience
Mandated Training	Foreign Languages

As an organization we fail to recognize, track and utilize the full capacity of our workforce, and that could have grave consequences in the future. The most complicated leadership competencies are developed by working with non-Coast Guard entities and reside on the back of the card.

To illustrate my point, take the cards and lay them out on a table. From the cards:

- Choose four to respond to a natural disaster in Panama, using only the front of the card.
- Choose four to deploy unassisted with a Joint Force, using only the front of the card.
- Choose three to improve community relations, using only the front of the card.
- Choose two to advance and two to discharge, using only the front of the card.

Now imagine if you had to manage response to a regional event with nothing more than the information found in the Coast Guard Business Intelligence database. The front-side of the card is extremely important and maintaining that information is required. The back-side has some optional fields that can be entered through Direct Access (education, credentials, and languages, etc). Entering both sides will make you more employable and the Coast Guard more resilient.

And, if you didn't think about it yet, consider how we define and utilize our reservist, civilian and Auxiliary members within our total force capability.

The Coast Guard Reserve responds to and supports contingencies which, by their very nature, are unplanned and require responders that are capable of applying skills beyond traditional position required job-tasking. It is well documented -- in the most recent Machinery Technician (MK) Occupational Analysis -- that many of Reserve MKs, like many of their fellow reservists, possess other skills sets such as licensed mariners, environmental specialists, engineers, and law enforcement officers. Others are lawyers, doctors, and certified engineers. In order to increase the ability of the Reserve workforce to respond with maximum efficiency, there is a discussion going on about deployable Reserve teams in Director of Logistics units. The plan is a parallel effort with the restructuring currently underway within the Office of Boat Forces' portfolio on Reserve billets.

We employ the most educated, certified and diversified enlisted workforce in our history and we will sacrifice both their careers and their talents on the altar of indifference if we don't get this right. In my view this is now and will continue to be an operational imperative.



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## Sector Boston Reservist Becomes Marathoner Turned First Responder

Story by MSTC James J. Allendorph, Sector Boston

The terrorist bombings of the Boston Marathon on April 15, 2013 stunned the nation. Yet even as images of the violent carnage were broadcast around the world, we also saw the opposite face of humanity on vivid display. Heroic emergency medical personnel, police officers, firefighters, and National Guardsmen immediately rushed to the aid of the injured. Sadly, three victims were killed, and many more suffered devastating wounds.

In those chaotic moments, among the very first people to arrive at the scene of the first blast was a Coast Guard reservist.



David P. Twomey, shown here following the ceremony with Ms. Sarah Hausman, is a Reserve Lieutenant assigned to Sector Boston and an Officer with the Massachusetts State Police. He was recognized for his heroic actions at the terrorist attack at the Boston Marathon.

Lt. David P. Twomey of Sector Boston crossed the finish line on Boylston Street just thirty seconds before the initial improvised explosive device detonated. For Twomey, as it had been for so many others, this had been an enjoyable way to spend Patriot's Day, a Massachusetts holiday. Crossing the finish line after having completed one of the world's most renowned marathons for the fourth time, he headed for the family meeting area to celebrate this achievement.

Moments later, the first blast rocked the area, which was teeming with supporters who had gathered near the finish line to cheer on runners. Instantly recognizing that the blast was not part of the festivities, Twomey rushed to the scene, his exhaustion upon completion of the 26-mile endurance race forgotten in a rush of adrenaline and instinct. In so doing, he was thrust onto the front line of the War on Terror: raw news footage capturing the images of Twomey's selfless actions.

Quickly assessing the scene, he was confronted with a sight normally limited to the most horrific war zones – the blast had left scores of people horribly injured. The clothing of some of the victims was still ablaze as Twomey scaled the barrier meant to separate the crowd from the race participants. As others arrived to provide medical assistance, he set about taking apart the fence that separated the injured from the help they so desperately needed. Enlisting the help of some nearby police officers and National Guardsmen, the fence was pushed down to clear the way.

Looking back on the incident, Twomey characteristically downplays his role, chalking up his actions to being "in the DNA of people who wear the uniform." But something separates the ordinary citizen from one who, in a moment of grave danger, can step forward to help others. Well-versed in responding to terrorist incidents, he had full awareness that a secondary device aimed at harming first responders could be lurking. He had heard the second explosion nearby. And yet, despite having been pushed to the point of physical exhaustion, he immediately charged into action, knowing he had to do something to help.

Lt. Twomey's Coast Guard career has shown his tendency to put service above self. He deployed to Kuwait with Port Security Unit 301 from June 2009 to January 2010 and to the Gulf of Mexico during the Deepwater Horizon disaster response. In his civilian career, he served as a Police Officer in San Diego, Calif., for seven years before becoming a Massachusetts State Trooper. In an ironic twist, he served with the State Police Crime Scene Identification Unit that responded to the scene of a brutal triple murder that one of the Marathon Bombers has now been linked to having committed. He was among the many Massachusetts Troopers participating in the ensuing manhunt for the bombers.

The actions of Lt. Twomey were a visible display of his commitment to *Semper Paratus*. He has served to inspire his fellow Coast Guardsmen. Sector Boston Reserve Cmdr. Patricia Quinn commented, "Lt. Twomey is a true hero. It is an honor to have him on our team."



BM3 Kristen Cavaco, a reservist at Station Castle Hill in Newport, R.I.,

## BM3 uses time, interests to help others

Story and Photo by PA1 Jennifer Johnson

There is something that runs through the core of each Coast Guardsman. It is primarily a desire to be a part of something bigger by helping others and using our talents as community advocates. For BM3 Kristen Cavaco, a reservist at Station Castle Hill in Newport, R.I., her dual interests in fitness and the ocean fueled her interest in helping raise money for Rhode Island's Narragansett Bay.

As the daughter of a commercial fisherman, Cavaco grew up with a respect for the ocean. Registering to participate in the 2013 Save the Bay open water swim seemed like an opportunity to fuel both her passions.

"I had completed some road races but wanted a challenge," she said. "I also really wanted to raise money for ocean awareness."

Established in 1970, the Save the Bay organization was formed to rescue the bay, which had become the victim of toxic sludge and human pollution. In an effort to bring attention to improving the bay's water quality, the first swim from Jamestown to Newport was held in 1977 with fewer than 100 swimmers participating. This year, the swim boasted more than 350 entrants raising more than \$275,000 in donations.

"It was the longest open-water swim I had done and it was really choppy and challenging that day, but I would do it again," said Cavaco.

Growing up as part of a fishing family, Cavaco understood and appreciated the role of the Coast Guard plays in the industry. After seeing the impact the service had on her brother Matt, she followed in his footsteps, enlisting seven years ago.

Cavaco maintains a busy schedule. As a Reserve boatswain's mate, full-time clinical doctorate (DPT) student in physical therapy at the University of Rhode Island, and part-time personal trainer, it would be easy to assume there is little time left for charitable interests. Her classroom studies will take two years, plus another year of clinical application at a hospital. Yet she's ready for the challenge.

"The Coast Guard has taught me responsibility and time management skills that have really helped with school," she said.

Cavaco is thankful for funding she has received to help defray her educational costs from her military service. As a result, she plans to continue giving back after graduation by assisting veterans with rehabilitation, encouraging them to stay active and maintain their overall health.

Cavaco goes to great length, literally, to find activities that support her interests. She recently traveled to see her brother in San Francisco for Coast Guard Day and participated in the Station Golden Gate Heritage Run. The annual run across the Golden Gate Bridge promotes a healthy and active lifestyle, while raising money for the unit's morale fund.

After being stationed at three different east coast units, Cavaco credits the Coast Guard with giving her a special skills set and a commitment to helping others noting that "there is something about being a Coast Guardsman that brings the best out in you."





BM1 Christopher Green from Coast Guard Marine Safety Unit Port Arthur, Texas, poses in front of his POW/MIA themed Dodge Charger RT.

## POW/MIA Sacrifices Inspires Creation of “Mobile” Display

Story and photos by PA1 Elizabeth Bordelon

Ever had a car you really loved? Something super cool and totally unique? Well, chances are, Petty Officer 1st Class Christopher Green, a boatswain's mate at Coast Guard Marine Safety Unit (MSU) Port Arthur, Texas, probably has you beat in the originality department.

Green joined the Coast Guard in 1998, following a six-year enlistment in the Army National Guard. He served seven years on active duty before transitioning to the Coast Guard Reserve. In 2009, Green was called to active-duty service to augment the Coast Guard Port Security Unit 312 in a deployment to Kuwait. Upon completion of his tour, Green was assigned to MSU Port Arthur on an extended active-duty contract.

After settling his wife and three sons in the Lone Star State in 2010, Green was ready to pick up a new set of wheels for himself. After scouring the market for just the right car, Green found a 2007 Dodge Charger RT at a dealership in Georgetown, Texas.

It was love at first sight.

“At the time I had no idea that it would become the car that it is today,” said Green. “I wanted to do something different but didn’t know what. I just knew that I wanted to do something that was related to the military to honor our veterans.”

While taking his new ride out for a spin, Green noticed a familiar black-and-white banner, symbolizing America’s Prisoner of War and Missing in Action, and had a flash of inspiration. Something about that flag spoke to him, although he was not quite sure why.

“I got online and educated myself more about the history and meaning behind the flag, not knowing that I had a personal

connection with the cause,” said Green. “After starting the project, my uncle told me that I had a great uncle that was a POW in the Bataan Death March. I was shocked and eager to learn more.”

Green spent countless hours researching the POW/MIA movement and history. The more he read, the stronger his resolve to dedicate the Charger to the cause grew.

“It seems as if it all just came together, me doing the POW/MIA theme and having a family member who was a POW,” said Green.

Although Green has always been a car enthusiast, he had never undertaken a project of this magnitude. He was starting this labor of love from scratch.

“I designed everything on the car myself,” said Green. “I started by visualizing how I would like the car to look, and later transferred those images to my computer. I used the images in my head and just went with it.”

“I did most of the work myself, which saved me quite a bit of money,” said Green. “I had an automotive upholstery company do the embroidering on my seats. The interior doors have challenge coins for all five branches of service that I recessed into one of the doors. It was a little scary taking a hole saw to my doors to set them in, but it worked out just fine. I still have a few more ideas floating around in my head and I am not done with it yet.”

The majority of the exterior of the car was done within a month or two of owning the car. The doors and embroidery on the seats were done a couple of months later. With all the pieces falling into place, Green was ready to take his new baby to the streets.

“My first major event with my car was at the Charlotte Motor Speedway in North Carolina for the Vietnam Veterans Homecoming on March 31, 2012,” said Green. “The turnout for the event was approximately 40,000 people. It was an honor to be able to be a part of such an event. I met several former POW’s who shared their heartbreaking stories with me. The car really meant a lot to them.”

More than 83,000 Americans are missing from World War II, the Korean War, the Cold War, the Vietnam War and the 1991 Gulf War. The Defense Prisoner of War Missing Personnel Office (DPMO) was established in 1993, after the U. S. Senate called for the Department of Defense to form a single office to oversee and manage POW/MIA issues. The DPMO is dedicated to the single mission of finding and bringing home our missing personnel. During his research, Green found their Website to be a useful tool for research and networking.

"I found a news article on the DPMO site about Master Sgt. Elwood Green [no relation]," said Green. "Master Sgt. Green had died in 1951 in a POW camp, his remains were discovered 2005, and had finally been identified. He was being returned home to be buried at Black Springs Cemetery in Arkansas. I was able to contact his daughter and asked if I could provide my POW/MIA car as an escort to honor her father. She was more than happy to allow me to be a part of her father's memorial service. I drove to Arkansas and escorted the hearse with the remains of Master Sgt. Green from the Bill and Hillary Clinton National Airport in Little Rock to Mena, Ark., and then to his place of burial. The escort was approximately 175 miles and took about four hours. We went through several small towns with people holding American flags and saluting as the remains of Master Sgt. Green passed by them. It was a true honor to have been a part in escorting his remains."

Green is passionate about his involvement in the POW/MIA movement. He actively monitors the Web for updates on issues, events, memorials...any opportunity to get out and inform the public on this often forgotten group of heroes.

"You just can't describe the feeling of knowing that you are providing a service for someone who gave his life for your freedom," said Green. "I have taken the car to several car shows, parades and events, receiving requests for my car to be at events as far as Maine, Colorado and Pennsylvania, just to name a few. I still have people ask me what POW/MIA means when they see the car. Not only does it support our POW/MIA, but it also educates about the meaning behind it."

Green is about to embark on a new chapter on his crusade to spread awareness on the POW/MIA movement. This fall, he will be completing his extended duty tour in Texas and returning to his civilian life as an Alaska State Trooper, with the Charger in tow.

To learn more about the Charger or to follow her adventures on Facebook, check out [www.facebook.com/POWChargerRT](http://www.facebook.com/POWChargerRT).



A look under the hood of Green's POW/MIA themed Dodge Charger RT.

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Program Manager Retiree Services  
[james.garzon@uscg.mil](mailto:james.garzon@uscg.mil)







## A Light on Yesteryear



## Honoring Our Past:

### How Emlen Tunnell's Legacy Became Part of Coast Guard History

Story by Lt. Cmdr. William McKinstry, Sector Hampton Roads

Coast Guardsmen often have the opportunity to be involved in events and actions far greater than what one could expect in other professions. Such was the case for me a few years back. In late 2007, while stationed at Sector Delaware Bay, I was contacted by the quarterdeck about a visitor. This was not unusual since the sector is located in the heart of Philadelphia and we had quite a few folks drop by for all matters pertaining to the Coast Guard (CG). When we had visitors that did not neatly fall into a particular category, the quarterdeck would contact the Public Affairs shop when it was determined that a person had an unusual or even historical reason for visiting the sector. That fell under my purview.

As I walked down from my office on the second deck, little did I know that this particular visit would have a major impact not just on my career but for the history of the Coast Guard, and it would affect my life as a whole. There standing at the quarterdeck speaking with the watchstander was Dan Fiorella, an elderly gentleman. In his hands he clutched a weathered photo album. In briefly speaking with Mr. Fiorella, he mentioned that he wanted to share these photographs from his father's days of Coast Guard service with someone currently from the Coast Guard, as he figured that we might appreciate them.

I was intrigued and invited him up to my office. As we walked upstairs, he began to describe his father's experiences,



first at Philadelphia and then on the USS *Pocatello*. He went on to mention that his father had recently passed away. As he was going through his father's personal possessions, all indicative of a life well lived, he came across this photo album from his service in World War II, which he knew was one of his father's most cherished mementos. Sitting with him as we looked through the album, there were many notable images including photographs of Coast Guard championship sports teams.

As we were reviewing the photos, I asked Mr. Fiorella if we could borrow some of them to scan in to our history folder. He was more than happy to comply, and he proceeded to leave his photo album with me before he went on his way. Looking through the pictures later that afternoon, I noticed on one of the pictures that the names of the team members were inscribed on the back of the photograph. Scanning through the names, I happened upon one name that I found vaguely familiar: Emlen Tunnell. Why that name came to mind I was not sure - perhaps being a huge football fan had something to do with it. I subsequently performed a quick Internet search on his name, and soon the reason why it generated recognition came to the fore. Lo and behold, Tunnell was indeed a Pro-Football Hall of Famer. A minor notation indicated another connection important to me - that he was a former Coast Guard reservist.

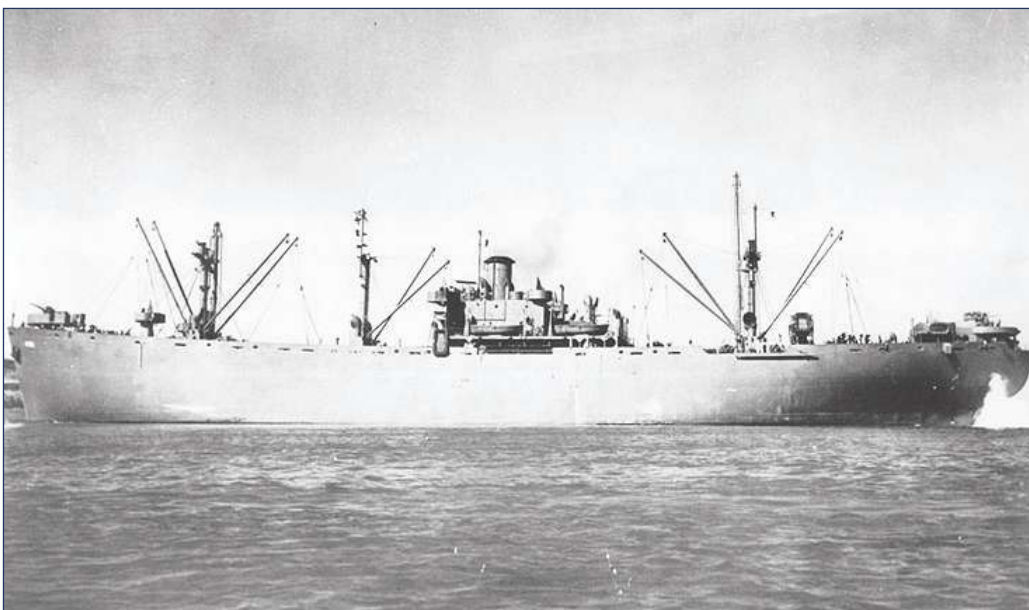
Not yet knowing fully of Tunnell's Coast Guard accomplishments, thereafter I began the process of researching his football legacy. One of the greatest defensive backs of all time, Tunnell had a football career for the ages. He intercepted a then all-time record 79 passes. Furthermore, in one season he had accumulated more return yardage than the leading rusher on his team, the New York Giants, an unparalleled achievement that earned him the nickname "Mr. Offense on Defense." In addition to his on the field exploits, he held the distinction of being the first African-American to play for the New York Giants, the first of his color to be a professional football assistant coach, and the first African-American to be inducted in the Pro Football Hall of Fame in 1967. Somewhat fittingly, on July 22, 1975, he passed away during training camp, doing what he loved most, being a New York Giant.

After contacting the Atlantic Area Historian, Dr. Bill Thiesen, regarding my discovery, and upon comparing our notes, it appeared that Tunnell and his service was a forgotten piece of the Coast Guard's past. Endeavoring to learn more about Tunnell's Coast Guard career, I started what would become a four year-long journey looking into all aspects of the man, his service, and his



legacy. I found out that he had served on the USS *Etamin*, which had been crippled due to an attack from a Japanese torpedo in 1944. In conjunction with a Hall of Fame football career, this was pretty exciting information that certainly deserved further research.

After transferring to the 11th District, I put my pet project on hold since I was learning a new job, a new coastline, and working



Opposite: 1944 All servicemen champion team photo, Tunnell is pictured in the center. (USCG Historian Photo)

Above: Tunnell as a member of the New York Giants football team. (Photo courtesy National Football League)

Left: U.S.S. *Etamin* (AK-93). Tunnell was posthumously awarded the Silver Lifesaving Medal for actions while serving on board the ship. (USCG Historian Photo)



with a new crew of shipmates. Once settling in and becoming comfortable with my position, I decided to integrate my side project with my regular duties. Since being a Coast Guardsman is often synonymous with being an avid historian, I had been able to provide monthly historical awareness segments in my brief to the District Commander. One of those segments, naturally, was on Emlen Tunnell. Describing Tunnell's exploits to the District Commander impressed him enough to suggest a potential project to honor him locally. Talking this over with my supervisor at 11th District, the Base Support Unit Commander, and his staff, we decided that it would be quite appropriate to name a facility on Coast Guard Island after Mr. Tunnell.

Thus, began a more intensive phase of the research into Tunnell and his life. Knowing that he had served on the *Etamin*, it was imperative to find out what he actually did on the ship. By his own account as written in his autobiography, this humble man had made the point that he would have never been an equivalent Hall of Famer in the Coast Guard. After looking into it further, I contend that his statement could not have been farther from the truth. He was in fact a true hero of our service.

Tunnell's Coast Guard career started with his accession into the Coast Guard Reserve at the Philadelphia Recruit Depot in May 1943. As Tunnell would mention in his autobiography, all the new recruits lined up for all the services and he happened to fortuitously land into the Coast Guard. By his own account, he was not necessarily a Hall of Famer in the Coast Guard, but once again, his account of his impact on the service was a bit understated.

On the 27th of April 1944, in the aftermath of the attack on the U.S.S. *Etamin*, Steward's Mate First Class (STM1c) Emlen Tunnell came to the aid of an injured shipmate, Motor Machinist's Mate First Class (MoMM1c) Fred Shaver, by extinguishing the flames which had enveloped him, saving his life. This account was confirmed by speaking directly with Mr. Shaver, who is as of this writing still living down in the mountains of Panama. In addition, Tunnell mentioned in his autobiography that he too suffered burns during the attack. If corroborated by medical records, such circumstances would have made him eligible for a Purple Heart Medal, which he apparently never received. It came to mind that he could be recognized posthumously.

Armed with this knowledge, contacting the Awards section at CG Headquarters was the next logical step. Looking for the proverbial needle in a haystack, they did manage to find and pulled Tunnell's medical record for us. In it was found a draft citation for the Silver Life Saving Medal – but it was not for his actions in the South Pacific as was expected. In fact, it was for

a rescue conducted in the frigid waters off of Newfoundland in 1946. Jumping into 32 degree water while disregarding his own personal safety, Tunnell pulled a drowning shipmate to safety. In the spirit of the greatest Coast Guardsmen, he had thusly saved STM1c Alfred Given's life. This incident did not make it into his understated autobiography, and we would have never known about it without accessing Tunnell's medical records.

With all of this incredible information coming to light, we still had to find an appropriate way to honor Tunnell. After much thought and review, and given that Tunnell was a three sport star player for Coast Guard-sponsored teams in Alameda, we decided that naming the Coast Guard Island's gymnasium would be a suitable honor for a man that had achieved great heights both in our service and in the sporting world. The wheels of the bureaucracy turned and we successfully headed down this path. We realized

that finding a Tunnell relative to be on hand for the event in which we would officially re-title the gym was paramount.

With a little legwork and luck, we found that his sister, Vivian Tunnell Robinson, was still living in the outskirts of the greater Philadelphia area. We were able to get her and her daughter to Alameda to attend the building dedication ceremony, held on the 9th of March 2011 culminating in the presentation of the Silver Life Saving Medal and, for his service on the *Etamin* in lieu of the Purple Heart which could not be awarded because the qualifying circumstances could not be verified, the Combat Action Ribbon. It is hard to find the words to describe what the event meant to his sister and to the rest of us present.

But there was even more to add to this heart-warming story. In the days before the ceremony and entirely out of the blue, I received a call from Nancy Shaver, the daughter of the very same Fred Shaver. She mentioned that she would like to attend to personally thank the Tunnell family. To say we were ecstatic about this development is an understatement. Having her there as well made the commemorative ceremony an unparalleled success, and we were all honored to have been a part of the process.

Recognizing Emlen Tunnell's legacy encompassed a great deal of serendipity but also a lot of hard work. After four years of diligent research and stick-to-itiveness by all involved, we were able to honor a most deserving Coast Guard hero and African-American trailblazer. Never have I seen so many pieces of a puzzle fall into place so appropriately, and in my heart of hearts I know this was meant to be. ≈



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Former U.S. Army Staff Sgt. James Cullen poses in front of a restored World War II-era halftrack in Hillsborough, Ore., in July 2003 that was painted to resemble the vehicle that Cullen served on in Europe in 1944 through 1945. Cullen and the halftrack, named Eleanor, were assigned to Company E, 36th Armored Infantry Regiment, 3rd Armored Division, and all the unit's vehicles bore nicknames beginning with the letter "E."

Photo by Mr. Steven Borts, 36th Armored Infantry Reenactors.

## Linked to the past

### Coast Guard Humvee from Afghanistan returns home

Story by PA1 John D. Miller, 5th District Public Affairs

The orange and white paint schemes of the artifacts in one corner of the Naval Air Station Wildwood Aviation Museum in Cape May, N.J., announce to visitors that they have arrived in the Coast Guard area of the museum. Among other exhibits, an HH-52A Seaguard helicopter and 41-foot utility boat represent the Coast Guard's familiar air and maritime missions.

Soon, though, an artifact in desert camouflage will be added to this area of the museum, representing a less well-known part of Coast Guard history.

On paper, the new acquisition is referred to as a High Mobility Multipurpose Wheeled Vehicle, one of the 281,000 built since the Humvee's adoption by the U.S. military in 1985. To friends and historians, though, the sand-colored military vehicle is known instead as Eleanor II, and she's one of a kind. She not only symbolizes the Coast Guard's quiet contributions to the war in Afghanistan, but this particular Humvee also represents the intertwined links of family and military history.

Eleanor II's Coast Guard story began in late 2009 when the Army transferred her to the Coast Guard Redeployment Assistance and Inspection Detachment (RAID) team at Bagram Airfield, a major U.S. military base in Afghanistan. RAID team members are responsible for inspecting military equipment and hazardous materials coming home from combat zones.

In addition to helicoptering to bases throughout Afghanistan for these inspections, the RAID team members also inspect

sites at the many camps that comprise Bagram Airfield itself. Venturing from one camp to another on the sprawling air base in 2010 involved hazards beyond Bagram's primitive dirt roads.

"At the time, there were mine clearing operations still going on and only a thin wire fence between the base and the bad guys," explains Coast Guard Lt. Cmdr. James Cullen II, a reservist mobilized from Sector New York who served as the officer-in-charge of RAID Afghanistan in 2010 and returned to Bagram as a RAID Training Officer for Coast Guard Training Team East in 2011. Traveling to and from the camps, "you could potentially be exposed to exploding mines or small arms fire, and you could not transit those areas unless you were in an armored vehicle."

Consequently, the RAID team requested an armored Humvee from the Army and received one. But before Eleanor II could be put to work ferrying team members and their gear to inspection sites, the team had to go to work on the vehicle. She was missing an intact hood and fender, which team members repaired with the help of Army mechanics. They also added work lights and stretchers in case the Humvee was ever needed to help evacuate casualties to medical facilities following an attack on Bagram.

The final touch was a set of black Coast Guard decals that adorned the vehicle's doors. The emblems turned other servicemembers' heads.

"Everyone did double takes," remembers Cullen. "They'd ask, 'What's the Coast Guard doing here? Where's the water?' . . .

Sometimes we would point to the cases of drinking water in the back and tell them that we were guarding the water supply.”

“Other times we would point to the stretchers and jokingly tell them that we were lifeguards assigned to the secret new morale swimming pool being built exclusively for junior service members. This reportedly led to some gullible young service members showing up at one of the big tents on the base carrying shorts and towels, asking if they could use the secret indoor pool and insisting the Coast Guard lifeguards sent them.”

Fortunately Eleanor II never took direct enemy fire while serving with the RAID team, nor did she have to carry any patients other than role players on her stretchers during casualty evacuation drills. However, the Humvee’s name, penciled on the dash by Cullen himself, evoked the combat experience of Army soldiers 60 years ago and represented connections linking Cullen and the RAID team to a more precarious time in history.

Cullen’s father, also named James, was a veteran of the U.S. Army’s 3rd Armored Division in World War II. Coincidentally, the elder Cullen began the war also working at the Port of New York, where he carried a security card issued by the Coast Guard Captain of the Port, and he was transported to Europe on a Coast Guard vessel. Once overseas, Cullen served as a commander of a halftrack armored vehicle. So named because they had regular wheels in the front and tank treads in the back. Halftracks served as personnel carriers and reconnaissance vehicles. The elder Cullen was assigned to the 3rd Armored Division’s 36th Armored Infantry Regiment, E Company, and each of the company’s halftracks was painted with the letter on its side, leading their crews to add nicknames to the vehicles, all beginning with “E.”

Neither Cullen nor his father know why Eleanor was chosen for the halftrack’s name; all but one of the original crew was killed in Normandy, and the surviving member was killed in action in 1944.

“While we were there, it was just another vehicle that took us into combat,” remembers the elder Cullen, who rose to the rank of Staff Sergeant and was twice wounded in combat. “I never thought much about it until interest in the war renewed with Stephen Ambrose’s books and with people writing about the “Greatest Generation.” We were just a bunch of soldiers and it was just another machine.”

But when the younger Cullen found himself leading service members overseas 65 years later, the memory of his father’s experience and the sacrifice of the men the latter had served with led the Coast Guardsman to name the Humvee Eleanor II.

“My father spoke so highly of the men he served with, and I really admire that generation,” says Cullen. “So I wrote Eleanor II [on the dashboard] in tribute to the men who had ridden with my Dad and to keep their memory alive. It also reminded me what he had done—reminded me to take good care of my people.”

Though humble about his own service in World War II, Cullen’s

father was moved when he learned about his son’s tribute.

“I’m proud of his sense of history, and I’m honored that he thought enough of my experience to name the vehicle after what my men and I did in Germany,” says the elder Cullen.

But as the U.S. military presence in Afghanistan began to shrink, Eleanor II, an older vehicle, was placed on a list of property to be destroyed. The Coast Guard Historian’s Office, who had requested a door from the Humvee in 2010, asked again and found that the entire vehicle was available.

“Most Americans think that the Coast Guard has one mission: search and rescue. The Humvee will remind museum visitors that

the Coast Guard is a military service that has defended the nation and served in major conflicts since 1790,” explains William H. Thiesen, the Coast Guard Atlantic Area historian. “The Humvee is a one-of-a-kind artifact. It is the only one that supported Coast Guard operations in that area and the only one that carried the shield and markings of the U.S. Coast Guard in northern Afghanistan. As you might expect, the sight of a Coast Guard vehicle was met with shock and disbelief by American troops in land-locked combat areas. This Humvee reinforces the fact that the Coast Guard is a multi-mission service that includes defense and



**Coast Guard Lt. Cmdr. James Cullen II, the officer-in-charge of Redeployment Assistance and Inspection Detachment Team Afghanistan, pauses on one of the perimeter roads of Bagram Airfield, Afghanistan, on April 2, 2010, with the newly repaired Humvee Eleanor II. The red cross decal in the Humvee’s window indicates that it is a casualty evacuation vehicle if the base came under attack.**

*Coast Guard Photo by Master Chief Petty Officer Mark Moore.*

combat readiness.”

After being prepared for transportation back to the States, Eleanor II was loaded aboard a plane and landed at Dover Air Force Base on July 24, 2013. She was then trucked to Coast Guard Base Portsmouth, Va., where Cullen saw her again. It was like seeing an old comrade.

“I’ve always been a car enthusiast,” explains Cullen, “but it’s more than just a vehicle. When you spend a year away from home in an unpredictable setting like Afghanistan, anything you spend that much time with takes on a special significance. And that was part of our connection to the vehicle—she was always there and was the one thing we could rely on. . . . She kept us dry, never failed to start and never failed to get us where we needed to be. We felt safe inside.”

Now the Coast Guard is ensuring Eleanor II remains safe from the elements so that the story of the RAID team members is preserved for future generations of Americans. The Historian’s office is preparing to deliver it to Naval Air Station Wildwood Aviation Museum, where it will be on display as a long-term loan amid the museum’s other Coast Guard-related artifacts.

“Despite its name, the Wildwood Aviation Museum is interpreting all aspects of Coast Guard history,” says Thiesen. “And since it is located a few miles from Coast Guard Training Center Cape May, with trainees, staff, and their families visiting the museum, we felt it was the best fit. It’s better inside and in there, rather than staying outdoors.”

There, though seemingly an anomaly among the artifacts from helicopters and small boat forces, the Humvee will not only symbolize the service of Coast Guard personnel deployed to the Middle East and Southwest Asia, but will honor the Army soldiers of World War II. ≈



# Bulletin Board



## IMPORTANT NEWS FOR SBP/RC-SBP ANNUITANTS!

### *Annual Certification of Eligibility Requirement Changed*

Effective August 1, 2013, most active duty and Reserve Survivor Benefit Plan annuitants over the age of 55 are no longer required to complete and submit an annual Certificate of Eligibility (COE) form to the Pay and Personnel Center Retiree and Annuitant Services (PPC RAS). Annuitants should no longer expect to receive the annual COE once they reach age 55. Their eligibility to receive annuity payments will continue without submitting the COE.

The following annuitants will continue to receive annual COEs and must submit their completed forms to PPC RAS to continue annuity payment eligibility:

1. Annuitants under 55 years of age.
2. Annuitants - regardless of age -- who receive hard copy checks in a foreign country.
3. Annuitants - regardless of age -- who have a permanent disability.

PPC RAS will continue to send an annual COE for those annuitants who are still required to submit one. Please be sure to notify PPC RAS if you move, so they can continue to send you these important documents.

**If you have any questions, please contact  
PPC RAS at 800-772-8724**



### **Reservists Re-Enlist atop the arch in St. Louis**

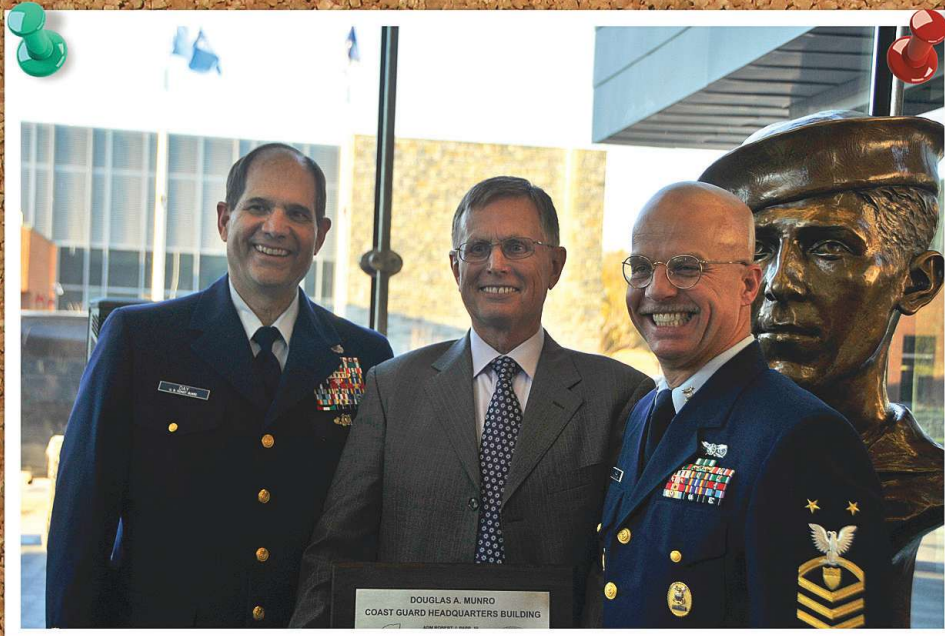
Atop the Gateway Arch in St. Louis, Mo., Cmdr. Jen Travers swears in IS1 Erin McLenagan and IS1 Dennis O'Neill during a re-enlistment ceremony on Coast Guard Day, August 4, 2013.



### **Sector Baltimore SRO Recognized**

MECM William Gillis presents a ship's wheel to Capt. Craig Henzel upon his departure as Senior Reserve Officer for Sector Baltimore during a ceremony on September 21, 2013.





### New CG Headquarters Dedicated to Douglas A. Munro

Rear Adm. Steven Day, Director of Reserve and CGRF-MC Allen are shown here with one of SM1 Munro's nephews, Cmdr. Doug Sheehan USCGR (ret. ) who represented the Munro family in accepting honors for SM1 Munro and was also joined by a number of other Munro family members.

Photo by Mr. Gaston Suarez



## TO CHANGE YOUR MAILING ADDRESS:

### Selected Reservists:

Please use Direct Access  
[www.uscg.mil/ppc/ps/](http://www.uscg.mil/ppc/ps/),  
 or send your address change to  
 your unit Servicing Personnel  
 Office (SPO).

### Individual Ready Reservists

#### (IRR):

Please contact the IRR  
 Personnel Support Unit via  
 email at:  
[ARL-DG-CGPSCIRR@uscg.mil](mailto:ARL-DG-CGPSCIRR@uscg.mil)  
 or at:

Commander (rpm-3)  
 Personnel Service Center  
 U.S. Coast Guard Stop  
 72004200 Wilson Blvd  
 Ste. 1100 Arlington, Va.  
 20598-7200

### Retired Reservists:

Please send e-mail to Personnel  
 Service Center (ras) at:  
[ppc-dg-ras@uscg.mil](mailto:ppc-dg-ras@uscg.mil)  
 or use Direct Access  
[www.uscg.mil/ppc/ps/](http://www.uscg.mil/ppc/ps/),  
 or use self-service at  
[www.uscg.mil/ppc/ras/  
 directoryassistance.asp#one](http://www.uscg.mil/ppc/ras/directoryassistance.asp#one)  
 or call 1-800-772-8724.



### Recruits Participate in DC Flags Across American Event

Coast Guard recruits of Xray and Yankee 188 Companies from Training Center Cape May, N. J. devoted rare liberty time to join the Coast Guard Flags Across America event at Coast Guard Hill at Arlington National Cemetery in Arlington, Va. , November 2, 2013. These recruits placed National Ensigns and Coast Guard Standards on graves of Coast Guardsmen to honor their lives, sacrifice, and service to their country.

Photo by PA3 Lisa Ferdinando





# Bulletin Board (cont.)

## Director of Reserve and Reserve Force Master Chief Attend SAPR Summit

Rear Adm. Steven Day, Director of Reserve and Military Personnel; Lt. Tara Collins, Sector Baltimore; Petty Officer 2nd Class Andrew Buyo, Station Port Aransas; and Coast Guard Reserve Force Master Chief Mark Allen represented the Coast Guard Reserve during the Sexual Assault Prevention and Response (SAPR) Summit at Andrews Air Force Base on September 16-17, 2013. The SAPR event assembled a cross-section of Coast Guard leaders at various pay grades to frame the problem of sexual assault in the Coast Guard, provide training, gather feedback from the attendees, and demonstrate leadership's commitment to addressing the issue.



## CGIS NY Field Office Reservists Work Marathon

Reservists assigned to the Coast Guard Investigative Services (CGIS) New York Field Office assisted the security detail on Ft. Wadsworth -- home of the USCG Sector New York -- during the New York City Marathon which was held November 3, 2013. The marathon starts at the Sector and due to the complexity of the event (approximately 50,000 runners from around the world) it is an all-hands evolution and CGIS agents are part of a broad array of personnel from a variety of agencies which take part in making it a safe and orderly event. Shown here are (left to right) s/a J. Cully, s/a R. Kennish, s/a Dennis Munchel, s/a John Keeley, s/a E. Hothan, s/a M. Cintron, s/a Mandato and s/a Eric Horst.



## DEPOT Class 05-13 Graduates

Direct Petty Officer Training Company (DEPOT) 05-13 completed its training on July 21, 2013. Shown here are: First row, SN Reese (Guidon Bearer/Class Leader); Second row, from left to right: SNHS Parham, SN Lettie, SR Buttrick\*, SR Dunn\*; Third Row, from left to right: SR Dykes\*, SR Siegel\*, ME3 Taylor, SN Holland, SR Schmidt\*, ME3 Lowery, SN Bannen, ME3 Paik; Fourth row, from left to right: SN VonDessonneck, SN Lore, HS3 Cullen, ME3 Ridley, ME3 Morrison, SN Deaner, SN Toomey, SR Enquist\*, SN McDowell. Company Commanders: Marine Science Technician First Class Simcox, Yeoman First Class Evans (Lead CC), and Chief Machinery Technician Gallego.

*(Individuals with asterisks did not complete training.)*



## DEPOT Class 06-13 Graduates

DEPOT Company 06-13 completed its training on September 27, 2013. Shown here (left to right, front to back) are: ME3 Kenneth Herrarte, ME3 Delsin Thomas, SN Katherine O'Connor, SN Frank Polinik, SN Douglas Cote, ME3 Cavan Dunn, SN Adam Derby, SN Matthew Newbill, SN Corey Barella, SN Daniel Abbott, SN James Labbe, SN Benjamin Knight, ME3 Christopher Merwin, and SN Garrett Pangle. DEPOT 06-13 Company Commanders were Marine Science Technician First Class Simcox and Yeoman First Class Evans (Lead CC).



# Awards



**Defense Meritorious Service Medal**  
Cmdr. Jerry Kirchoff



**Coast Guard Achievement Medal**  
Lt. Dennis Nicdao  
ME2 Carlos Lare-Masters



**Coast Guard Good Conduct Medal**  
MKCS James Schipper  
ME1 Michael Canning



**Military Outstanding Volunteer Service Medal**  
SK1 Gregory Lattier



**Meritorious Team Commendation**  
MST2 Amanda Wilson  
MST2 Mary Palazzo



**Port Security Unit Insignia**  
Lt. Dennis Nicdao  
GM1 Ryan Isaacson  
ME3 Dillon Hume

# Reunions



## CGRU St. Inigoes Holds Reunion

On October 27, 2013, CGRF-MC Allen (front row, far right) joined former members of Reserve Unit (RU) St. Inigoes, Md. and current members of Station St. Inigoes during the RU's Reunion. Former Chief of Coast Guard Reserve Affairs Capt. Dale Rausch (second row, sixth from the left), also a former RU member, was also in attendance. Station Officer in Charge Senior Chief Philip Robinson (second row, eighth from the left) hosted the reunion.

## USCGC Androscoggin Reunion

If you or a family member served aboard the USCGC *Androscoggin* WHEC-68 (formerly W-68) we would like to invite you to attend our next ship's reunion May 18-24, 2014 at Dolphin Beach Resort, St. Pete Beach, Fla.

For additional information contact David White by phone (727)729-7839, via email at [androscogginreunion@tampabay.rr.com](mailto:androscogginreunion@tampabay.rr.com) or at PO Box 904, Safety Harbor, FL 34695-0904. You can also visit his website: [www.fishing-boating.com/Androscoggin](http://www.fishing-boating.com/Androscoggin).



## USCGC Unimak Reunion

The USCGC *Unimak* Reunion will be held in Baltimore, Md. April 24-27, 2014. Additional information about including cost and how to register can be found at [www.unimak379.org/reunion.html](http://www.unimak379.org/reunion.html).



## Survivor Benefit Plan extended to same-sex spouses

As of September 5, 2013, same-sex spouses of active duty retirees, RET-1 and RET-2 Reserve retirees, and RET-2 eligible reservists are eligible for Survivor Benefit Plan (SBP) or Reserve Component-SBP (RC-SBP) coverage. SBP or RC-SBP coverage is a benefit extended to same-sex couples after the June 26, 2013 Supreme Court ruling on the Defense of Marriage Act, in addition to dependent medical and dental plan benefits.

Retired pay ends upon a retiree's death. SBP and RC-SBP are programs that guarantee a retiree's eligible survivor a lifelong monthly annuity of up to 55% of their retired pay following the retiree's death. In return for this survivor benefit coverage, retirees agree to a small reduction in their monthly retired pay. By law, full participation in SBP or RC-SBP is automatic on the first day of retirement with pay status; or, in the case of active RC members with spouses, within 90 days after the date of their written notice of eligibility to transfer to retired status awaiting pay eligibility for age (RET-2 status), unless they elect not to participate or elect lesser amounts of SBP/RC-SBP coverage.\* Such elections for non-participation or reduced coverage must be accompanied by written notarized spousal consent to be valid and received by the Pay and Personnel Center's Retiree & Annuitant Services Branch (PPC-RAS) prior to the first day of retired status (or within 90 days of date of written RET-2 eligibility notice). Service members who are not married at the time of retirement or RET-2 eligibility and marry after that time may elect SBP/RC-SBP coverage for their new spouses – the election must be in writing and received by PPC-RAS within one year following the date of marriage.

Effective June 26, 2013, retired and RC members legally married under state law to same-sex spouses on or after that date are eligible to participate in SBP or RC-SBP\*\* the same as any other married military couple.

A retired or RET-2-eligible service member who was married to a same-sex partner at the time they would otherwise have been eligible for SBP/RC-SBP coverage prior to June 26, 2013 will be automatically enrolled for full SBP/RC-SBP coverage on June 26, 2014, and the retiree shall be responsible for premium payments effective from June 26, 2013, unless a valid election for non participation or reduced coverage is received on or before June 25, 2014.

A service member who was not married at the time of retirement or attainment of RET-2 eligibility, but who later married a same-sex spouse before June 26, 2013, will have until June 25, 2014 to make a spousal coverage.\*\*\* If the election is not received on or before that date, the service member is prohibited by law from making such election. Additionally, a service member who married a same-sex partner on or after June 26, 2013, and had previously elected insurable interest coverage\*\*\*\* may terminate that coverage and, if eligible, elect spousal coverage.\*\*\*

All retirement-eligible service members and retirees are responsible to understand the basics of the SBP/RC-SBP programs, keep PPC-RAS advised of all changes in dependency status, and take timely action to elect the desired level of participation and coverage.

Questions concerning SBP or RC-SBP may be directed to PPC-RAS at 1-800-772-8724 or email to: [psc-dg-ras@uscg.mil](mailto:psc-dg-ras@uscg.mil). PPC-RAS' web site (<http://www.uscg.mil/hr/psc/ras/>) has answers to SBP/RC-SBP FAQs and extensive information on the topics.

— **Submitted by CWO Deborah Reed,**  
**Commandant (CG-1332), Compensation Division**

\* Title 10 U. S. C. §1448 (a) (3). \*\*\* Title 10 U. S. C. §1448(a) (5)

\*\* Title 10 U. S. C. §1448 (a) (1) \*\*\*\* Title 10 U. S. C. §1448(b)

## One-Day Reserve Retirement Seminars Available

The transition to retirement is very different for Selected Reserve (SELRES) personnel than it is for those retiring from active duty. While active duty men and women may be developing resumes and preparing for their post-military career, most retiring reservists already have full time jobs or may be really retiring. Retiring SELRES typically don't need help with crafting a resume or finding a job but do need information on military retirement compensation and benefits.

The Army Reserve offers one-day Reserve pre-retirement seminars at various locations around the country. These seminars are available to Coast Guard Reservists at no charge, but advanced registration is required. Below you will find a list of dates and locations if you are interested in attending. Also included are points of contact for course registration and additional information.

Planning for retirement necessarily includes a lot of research for making informed decisions about the pay and benefits you have earned. Be sure to do your research and ask questions as you navigate your way through the transition from SELRES to retiree status.

By the way, when you do retire, you can stay connected to the Coast Guard through your regional Coast Guard Retiree Council. More information is available at [www.uscg.mil/retiree](http://www.uscg.mil/retiree).

### Additional helpful websites:

DoD online transition assistance: [www.turbotap.org](http://www.turbotap.org)

CG-PPC Retiree & Annuitant Services: [uscg.mil/ppc/ras](http://uscg.mil/ppc/ras)

Department of Veterans Affairs: [va.gov](http://va.gov)

TRICARE Retiree Dental Program: [trdp.org](http://trdp.org)

TRICARE: [www.tricare.mil](http://www.tricare.mil)

RC-SBP: <http://www.uscg.mil/ppc/ras/RCSBP.pdf>

## TRICARE Reserve Select Meets Affordable Care Act Requirements

The Affordable Care Act (ACA) requires that all Americans have Minimum Essential Coverage (MEC) for health care by January 1, 2014, or suffer a financial penalty. Both TRICARE and TRICARE Reserve Select health insurance meet the MEC definition. Visit the Frequently Asked Questions section of [www.tricare.mil](http://www.tricare.mil) to view detailed information. Additional information about the ACA and TRICARE, including downloadable resources, can be found at [www.tricare.mil/aca](http://www.tricare.mil/aca).

For those members who are already enrolled in a TRICARE health plan, in compliance with the ACA, the IRS will be informed of all beneficiaries who have MEC coverage based on the information listed in DEERS.

It is important social security numbers (SSNs) for all family members and enrollees are accurate in DEERS. Therefore, all TRICARE subscribing sponsors are encouraged to ensure DEERS is up to date to include all eligible dependent's and beneficiary's SSNs. This can be done by contacting your DEERS/RAPIDS representative at your Servicing Personnel Office or contacting the Defense Manpower Data Center Support Office at 1-800-538-9552.

*If you're using any of the following health plans, you have the minimum essential coverage required by the health care reform law. Unless you're considering other health coverage, you don't need to take any action at this time.*

**TRICARE Prime**

**TRICARE Prime Remote**

**TRICARE Prime Overseas**

**TRICARE Prime Remote Overseas**

**TRICARE Standard and Extra**

**TRICARE Standard Overseas**

**TRICARE For Life**

**TRICARE Reserve Select (if purchased)**

**TRICARE Retired Reserve (if purchased)**

**TRICARE Young Adult (if purchased)**

**US Family Health Plan**

**Transitional Health Plans**

*You also have minimum essential coverage if you are covered by either of these transitional health plans:*

- Transitional Assistance Management Program (premium-free, 180 days)
- Continued Health Care Benefit Program (if purchased, 18-36 months)

## Army Reserve Pre-Retirement 2014 Seminars

<b>Sponsoring Unit:</b>	<b>When:</b>	<b>Where:</b>			
<b>63rd Regional Support Cmd.</b>	Jan. 9-12	New Mexico	<b>88st Regional Support Cmd.</b>	Feb 8	Evansville, Ind.
Retirement Services Office	Jan. 23-26	Riverside, Calif.	Retirement Services Officer	Mar. 15	Kirksville, Mo.
230 RT Jones Road	Feb. 20-23	Houston, Texas	Bldg 35, South 8th Ave.	Apr. 19	Minneapolis, Minn.
Mountain View, Calif. 94043	Mar. 20-23	San Antonio, Texas	Ft. McCoy, Wisconsin 54656	May 17	Denver, Co.
Tel: (650)526-9513/9512	Mar. 20-23	Arkansas		Jun. 21	Lima, Ohio
Fax: (650)526-9577	Apr. 10-13	Las Vegas, N.V.		Jul. 19	Pocatell, Ind
	Apr. 24-27	Phoenix, Ariz.		Aug. 14	Ft. McCoy, Wis.
	May 15-18	San Antonio, Texas			
<b>81st Regional Support Cmd.</b>	Jan. 25	Orlando, Fla.	<b>99st Regional Support Cmd.</b>	Jan. 25	Ft. Dix, N.J.
Retirement Services Officer	Feb. 22	East Point, Ga.	Retirement Service Office	Feb. 22	West Virginia
1525 Marion Ave.	Apr. 26	Nashville, Tenn.	Attn: DHR/RSO	Mar. 29	Ft. Lee/Ft. Story, Va.
Fort Jackson, S.C. 29207	Jun. 28	Ft. Bragg, N.C.	5231 S. Scott Plaza	Apr. TBD	Germany
Tel: (803)751-9865/6457	Jul. 19	Fort Buchanan, PR	Ft. Dix, N.J. 08640	Apr. 26	Corapolis, Pa.
Fax: (803)751-3152	Aug. 23	New Orleans, La.	Tel: (609)562-1696/7055	May 31	Ft. Drum, N.Y.
	Sep. 20	Fort Knox, Ky.	Fax: (609)562-7981/7632	Jun. 28	Maine
				Jul. 26	Ft. Hamilton or
					West Point, N.Y.
				Aug. 23	Ft. Meade, Md.
				Sep. 20	Ft. Indiantown Gap or
					Carlisle, Pa.



# Retirements

## Senior Reserve Public Affairs Specialist Retires

Public Affairs Master Chief (PACM) Thomas "Tom" J. Cowan retired during a ceremony held at new Douglas A. Munro Coast Guard Headquarters building in Washington, D.C. on Wed. Nov. 6, 2013.

At the time of this retirement PACM Cowan was serving as Reserve advisor to the Public Affairs Rating Force Master Chief. The assignment capped a more than 35 year career which began with a four year active duty tour in the Air Force. Master Chief Cowan enlisted in the USCGR in 1984. He advanced to Chief in 1996 and reached the rank of Master Chief in 2003. He held numerous Reserve senior leadership positions including 11th District Command Master Chief, Maintenance and Logistics Command Pacific Command Master Chief and Pacific Area Command Master Chief.

Rear Adm. Steven Day, Director of Reserve and Military Personnel preside at the retirement ceremony and presented MCPO Cowan with the Coast Guard Commendation Medal for his efforts on behalf of the PA Reserve workforce.



Shown here are (l-r) PACM Cowan's wife of 34 years, Teri, Cowan and Rear Adm. Steven Poulin.

Photo by PACS Michael Hvozda

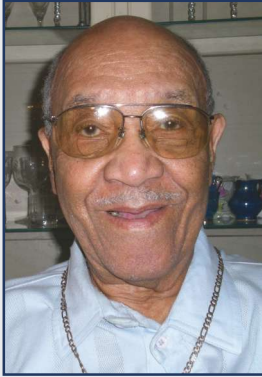
## MOL Unit Bids Farewell to Long Serving CWO

On September 30, 2013, Sector Jacksonville shipmates, families, and friends gathered for the retirement of CWO Lenwood P. Johnson. CWO Johnson retired with over 34 years of service in the Reserve. His final assignment was at the Sector Jacksonville Military Outload Unit, Blount Island. Shown

here (l-r) are: MST1 Eric Bertsch, CWO Lenwood Johnson, Cmdr. Alisa Praskovich, MST2 Dan Shultz, Lt. Scott Bleicken, MST1 David Hickey, MST3 Dustin Howell, Cmdr. Marie Byrd and MSTC Matthew Rouse.

Photo by J. C. Bertsch.





**Leon Samuel John Stewart, 96, USCGR**, passed peacefully on November 11, 2013 at Harrisburg Hospital, Harrisburg, Pa. Mr. Stewart was born in Peach Bottom, Pa., on February 9, 1917. His family later moved to Marietta, Pa. He graduated from Marietta High School in 1935 and in 1938 graduated from Virginia Union with a degree in Business Administration. He enlisted into the Coast Guard Reserve in Philadelphia on October 28, 1943. He was sent to Brooklyn, N.Y. for training and graduated as a Motor Machinist Mate 2. Stewart was ordered to Coast Guard patrol boat 83521 in Boston, Mass., where he was the only African-American on the crew of 29. He served nearly 3 ½ years on board. During his tour he transited the Panama Canal and was initiated as a Shellback. He loved his time in the Coast Guard serving his country.



**Keith W. Evans, 53, USCGR (ret.)**, of Brigantine, N.J., entered into eternal peace on Monday, October 21, 2013 at home with his family by his side. He was a proud father, loving husband, supportive brother, and loyal friend who always considered others' needs before his own. Keith served with the United States Navy Reserve from 1996 until 2000, when he joined the Coast Guard Reserve. He served with the Atlantic Strike Team and responded to the World Trade Center on 9/11/2001. He also served on active duty as an instructor at Coast Guard Training Center Cape May from 2001-2005. Keith took great pride in serving his country. He is survived by his beloved Wife, Marie E. Evans, and his children, Michelle Eastman, Wesley Evans, and Cade Evans. He is also survived by two sisters, Robin Ann Moyer and Judi Leigh Joyce, as well as two brothers, Joe Evans and Kenneth Evans. Keith will be sadly missed and forever remembered by his family and friends.



**Capt. Ralph J. Diverio, 84, USCGR (ret.)**, passed away on November 20, 2013 following a prolonged illness. He is survived by his wife of 61 years, Eileen (Flynn) Diverio and 6 children: Mark, Paul, Stephen (and Rosemary Knaak) of Michigan, Anne Marie (and Raymond Marquis) of Maine, Philip, and Susan, of St. Croix. He also leaves 10 grandchildren, 3 great-grandchildren, 11 nieces and nephews and his sister-in-law, Irene Diverio, wife of his predeceased brother, Donald.

Mr. Diverio was raised in Hasbrouck Heights before moving to Maywood in 1955. He attended St. Peter's Prep and Holy Cross College, the Stonier Graduate School of Banking at Rutgers, Columbia University's Graduate School of Banking, Brooklyn Law School and the Naval War College in Newport, R.I. He had been employed by the FBI and the N.J. Bell Telephone Co. before joining N.J. Bank (now PNC) serving as Senior Vice President for institutional lending for 25 years.

Capt. Diverio served during the Korean War and was an active member of the Reserve Officers Association (ROA) for 38 years and was elected the National President of that organization in 1988. He also founded the first Coast Guard ROA Chapter in N.J. and represented the United States Vice President at the International ROA Association (CIOR) of the 16 NATO Nations. In recognition of his military service, Capt. Diverio was awarded: the Distinguished Public Service Award by the U.S. Coast Guard, the Rear Admiral Alexander Jackson Award by the U.S. Navy and the Harry S. Truman Award by the ROA.



**Sterling W.J. Farrenkopf, 93, USCGR (ret.)**, of Bradenton, Fla., formerly of South Yarmouth, passed away on Thursday, November 28, 2013 at the Woodlands Village Assisted Living in Bradenton. He was the husband of Dorothy (Thayer) Farrenkopf and the late Audrey (Eldredge) Farrenkopf.

He served in the U.S. Navy during World War II and retired from the U.S. Coast Guard Reserve as a Radioman 1st Class in 1976 after 20 years of service. His final duty station was Reserve Unit Station Chatham, Chatham, Mass. He will be greatly missed by his family.

In addition to his wife, Dorothy, Sterling is survived by several children, grandchildren and great-grandchildren.

A Funeral Mass was held on Saturday, December 7th, at St. Pius X Church in South Yarmouth and was followed by burial in Mount Pleasant Cemetery, South Street, Harwich Port, Mass.



# Parting Shots



The Coast Guard Cutter Mackinaw, serving as this year's Christmas Ship, arrives at Chicago's Navy Pier with more than 1,200 trees, Dec. 6, 2013. The trees, purchased by the Christmas Ship Committee, will be offloaded tomorrow for distribution to deserving families following a public ceremony.

Photo by PAC Alan Haraf



The Coast Guard Cutter Polar Star, homeported in Seattle, made a scheduled port call in Honolulu, Friday, as it transits to conduct missions in the Antarctic. The Polar Star departed Seattle Dec. 3 for Antarctica in support of Operation Deep Freeze for the first time since 2006 with the vital task of resupplying the National Science Foundation Scientific Research in McMurdo.

Photo by PA3 Tara Molle





Crewmembers from U.S. Coast Guard Station Brant Point in Nantucket, Mass., hoist a nine-foot holiday wreath onto Brant Point Lighthouse, Dec. 2, 2013, in celebration for the holiday season. The station annually decorates the lighthouse with a wreath during the month of December.

Photo by PA1 Krystyna Hannum

Members of Coast Guard response crews from throughout the Great Lakes region, including Air Stations Detroit and Traverse City, participate in Ice Rescue Training and a Ready For Operations Course held at Coast Guard Station Portage, Mich., which included the use of a MARSARS board, Dec. 11, 2013. Snow and subzero temperatures provided ideal conditions for the three-day training session.

Photo by BMC Casey McDonald





Commanding Officer (mas)  
Pay & Personnel Center  
444 SE Quincy Street  
Topeka, KS 66683-3591

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# U.S. Coast Guard Reserve



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